



Methodology guide

**Social inclusion through sports:
a possible model**

Credits

Dott.ssa Daniela Conti (UISP)

Elisabeth Kotvojs (VIDC)

Saska Benedic Tomat (ISCA)

Pia Pauly (DTB)

Maria Casas (RDYC)

Alexandru Balaci, Raluca Negulescu (Foundation Policy Center for Roma and Minorities)

Simona Zamboni (Istituto per l'Ambiente e l'Educazione Scholé Futuro ONLUS)

Micol Pizzolati, Alberto Tarozzi, Antonio Mancini (Università del Molise)

Giuseppe Beluschi Fabeni, Marc Ballester (Taller ACSA)

Sara Vito (Provincia di Gorizia)

Viviana Bussadori (Regione Emilia-Romagna)

Sandro Tacconi (Regione Toscana)

Mauro Valeri (UNAR)

Social inclusion through sports: a possible model

Introduction

The **MIMoSA** project (Migrants' Inclusion Model of Sports for All) was financed by the Sports Units (GA - EAC) within Preparatory Actions for Sports (2011-2012).

The project's broad partnership involved the participation of 14 sports associations, local entities and research centers of 5 countries of the European Union, coordinated by the UISP – Italian Union of Sports for all (Italy):

- VIDC - Vienna Institute for International Dialogue and Cooperation (Austria)
- ISCA – International Sport and Culture Association (Danimarca)
- DTB - Deutscher Turner-Bund (Germania)
- RDYC - Fundación Red Deporte Y Cooperación (Spagna)
- Foundation Policy Center for Roma and Minorities – (Romania)
- Istituto per l'Ambiente e l'Educazione Scholé Futuro ONLUS (Italia)
- UNIMOL - Università del Molise (Italia)
- Taller ACSA - Taller de Antropología y Ciencias Sociales Aplicadas (Spagna)
- Provincia di Gorizia (Italy)
- Dirección General de Coordinación de Políticas Migratorias, Consejería de Justicia y Interior, Junta de Andalucía (Spagna)
- Centro Regionale Contro le Discriminazioni del Servizio Politiche per l'Accoglienza e l'Integrazione Sociale della Regione Emilia-Romagna (Italia)
- Regione Toscana (Italia)
- UNAR - Ufficio Nazionale Antidiscriminazioni Razziali (Italia)

The European Union, in its White Book on Sports (2007), recognized sports as a tool for social inclusion, education and socialization for all. However, many legal and cultural barriers limit the access of migrants and refugees to the practice of sports.

Among the obstacles that migrants encounter are: limited financial resources and lack of information on the sports organizations, sports facilities and their locations. Cooperation among sports organizations, migrant organizations, and national and local authorities is limited or even absent; it would be necessary to create a strong network among these stakeholders to effectively face the emerging problems.

In this setting, sports for all offers a means to sponsor active citizenship, improve interethnic dialogue, and facilitate social inclusion of migrants.

The goal of the project was to build and strengthen a transnational network and to create a model of social inclusion and empowerment for migrants (refugees, women requesting asylum, Roma, and asylees).

After having worked a year exchanging materials and best practices and organizing various meetings and roundtables, the results of the collective work were brought together in this methodology guide.

The intention was not only to deepen the context of reference and understand the main areas of involvement, but also to offer specific recommendations and the practical advice for

improving social inclusion of target populations often considered marginalized within the sports world, both at the professional and amateur level.

To whom it is directed

This guide aims to offer recommendations and positive proposals to various groups of stakeholders:

- ◆ Sports associations / Federations
- ◆ Civil society in its entirety (in particular associations that work alongside migrants, political refugees and those requesting asylum)
- ◆ Local/national authorities
- ◆ EU

The specific goal is to assist the various entities in offering specific actions to promote social inclusion.

For this reason, the first part of this guide is composed of methodological information on various topics, the presentation of the two study cases provided in the project, and a general introduction to the context of reference.

In the second part, the greatest challenges were identified for every social actor attempting to reach the goal of social inclusion through sports. For every specific work area, the main recommendations were identified along with specific and practical actions to attain the expected results.

Context

The presence of foreign citizens (both community and non-community) in the European countries generally increased between 1999 and 2011. However, such increases were ascertained at various times depending on the country considered, reflecting the evolution of internal and international politics, the economy and the labor market, the humanitarian crisis and asylum policies, and the opening and closing of borders to people and capital. In the table and in the following graphic are presented some data on immigration regarding the countries that constitute the partnership of Mimosa. This choice not only addresses the institutional structure of the project, but is also representative of the differences mentioned. The table and graphic below present the developments in migratory flows over the past decade in the countries considered.

Table 1 – Number of foreign citizens residing in the countries considered from 1999 to 2010 (thousands of people)

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Denmark	256.2	259.3	258.6	266.7	265.4	271.2	267.6	270.0	278.0	298.4	320.0	329.7
Austria	689.2	698.6	710.9	730.2	746.7	754.2	774.4	796.6	804.7	835.1	864.3	876.3
Germany	7,308.4	7,336.1	7,267.5	7,318.2	7,347.9	7,341.8	7,287.9	7,289.1	7,255.9	7,255.3	7,18.9	7,130.9
Spain	648.5	819.8	1,163.8	1,560.7	2,189.2	2,771.9	3,371.3	4,002.5	4,606.4	5,262.0	5,650.9	5,663.5
Italy	1,116.3	1,270.5			1,549.3	1,990.1	2,402.1	2,670.5	2,938.9	3,432.6	3,891.2	4,235.0
Romania	:	:	:	25.6	:	25.6	25.9	25.9	26.0	26.1	31.3	:

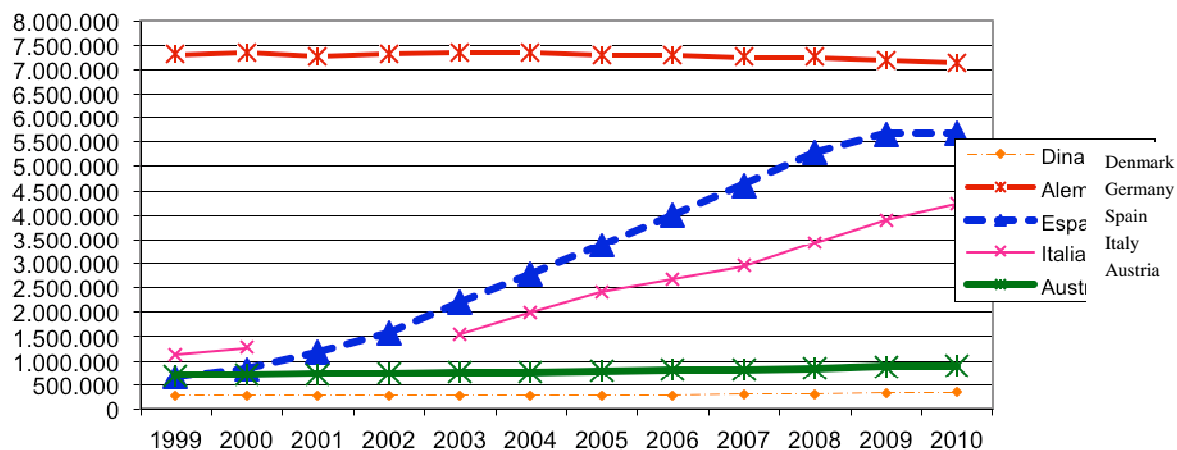
Source: Eurostat.

Created by: OPAM and Taller ACSA.

: data not available.

Table 2 – Development of the number of foreigners in the countries considered

Source: Eurostat; Created by: OPAM and Taller ACSA.



As can be observed, the absolute number of foreign residents varies tremendously from one country to another; this does not always correspond to the same difference in percentages compared to the total population, but it did correspond to the attraction that every country had in the years considered. Germany, for example, is the country with the largest foreign population, without much variation from one year to the next in the last decade. This delineates a long trajectory that has characterized Germany as a country of immigration, in contrast to Spain and Italy for example. The percentage of immigrants in the total

population of Germany has stayed at about 8.5% throughout the period. The same stability in the migratory flow is observed in countries such as Denmark and Austria. While in Denmark the percentage of the total population went from 4.8% to 5.9% in the ten years considered, in Austria it increased from 8.6% to 10.5%. This migratory situation is typical in industrialized European territories with a historically stable economy, the gradual and continual growth of which has paralleled the presence of foreign labor. Italy, Spain, and Romania, in contrast, show the other side of the coin of migration in Europe. On one hand, Italy and especially Spain have seen a very high increase in foreign presence related to the economic growth that the two countries experienced in the early 1990s (in Italy) and the mid 1990s (in Spain). On the other hand, Romania was one of the countries with the highest flow of emigrants beginning in 1990, first toward Germany and later toward other countries of northern Europe, and from 1997/8 toward Spain and Italy.

In Spain, the foreign population increased from 650,000 people in 1999 to 5 million and a half in 2010. The Romanian population in Spain, from being a minority within the foreign population in 1999, increased to second place in numeric terms in 2010, only exceeded by the Moroccan population.

In Italy in 2011 the Romanian community was more numerous compared with the other foreign populations.

The total percentage of foreigners in the Spanish population increased from 1.6% to 12.3% becoming the highest in Europe's EU-15 zone. The foreign population in Romania, in contrast, barely reached 0.2%.

Migrant participation trends in sports activities in Europe

No research is currently available that compares migrants' propensity to practice sports in the various European national contexts. On the other hand, regarding individual national cases, the disparity in the methods and approaches of the research available makes the comparison between quantitative data difficult and unreliable.

Within the MIMOSA project, some sociological and anthropological studies¹ with a dual goal were selected and analyzed. First of all, the intention was to collect qualitative and quantitative data regarding the spread of practicing sports among foreign citizens² and sociocultural minorities in various national environments. Second, the analysis was intended to observe which research approaches in the academic realm on the topic of migrants practicing sports were connected with social inclusion.

An analysis of the literature indicates that migrants take part less in sports activities compared to the local population. To explain the reasons for this lower participation, some academics, beginning with comparisons between statistical results conducted at a national level, link the lower spread of sports in their countries of origin with lower participation of

¹ The work was performed jointly by the researchers of *Taller Acsa-Antropología and Ciencias Sociales Aplicadas* and the *Università degli studi* in Molise.

² The target population of the MIMOSA project brings together both the foreign citizens (of other nationalities than that of the countries of residence), with those born abroad and who, for various reasons (period of residence, policies asylum, etc.), have the nationality of the destination countries, belonging, in every case, socio-cultural and linguistic minorities. Meanwhile, a *fuzzy* definizione has been deliberately kept of the population beneficiaria, in order to allow a continual confrontation with realities not directly relazionate with migratory phenomena, but characterized by similarities in the dynamics of potential social exclusion. The Roma socio-cultural minorities are one example, among others.

migrants (Van Tuyckom, Schulze 2010)³. Other surveys conducted through qualitative methodologies indicate that lack of information constitutes the main reason for less widespread participation in sports (Maza et al, 2009).

Another trend shows migrants practicing sports more often than local citizens in casual contexts (Maza et al 2009), with lower presence at sports facilities (Janssens, Bottenburg 1999), although with differences based on national origin (Cesareo, Blangiardo 2009).⁴

Some of the research is oriented to comparing motivations to practice. Among migrants, compared to the locals, it is more common to be motivated to use free time in activities that allow contact with other people (Wray 2007) and that are enjoyable (Maza et al 2009). Staying in good shape is a less common motivation than the desire for socialization.

Furthermore, some studies show that the preference toward a type of sport (individual/team; challenging/light; requiring preparation/accessible to all) vary based on the country of origin (Llopis-Goig 2010).

Gender distinctions indicate that sports activities are practiced more as adults by migrant men than by women (Walseth, Fasting 2004). In some national contexts (Pardo et al 2010) young people of foreign origin practice sports as much as young local citizens, but there is a lower incidence of practicing sports between second generation youth compared with local young people; in other geographic areas, adolescents of foreign origin practice sports as much as their male counterparts (ORIM 2012).

A picture has emerged from the analysis performed that may be considered locally and comparatively in future research, suggesting that in surveys of the reasons for migrants' propensity to practice sports activities, it would be appropriate to consider a complex collection of determinants distinguishable from the analytical plan although closely interwoven in empirical experience. These include: demographic factors, different expectations and perceptions of practicing sports, sharing sports traditions, previous experience in sports (also in their areas of origin), family support, community and social context, offerings of facilities and services at the local level, individual resources available (to support the costs of practice). It is noted that an observation that aspires to account for such complexity must consider both individual and social dimensions and the contexts of origin and arrival.

³ The work of Van Tuyckom and Schulze (2010) compares the data on sports practice in Germany with those of some countries of origin. For example, a comparison fo Germany and Turkey in connection with consistent migratory movements indicates that among the motivations for failing to practice sports, the most cited in Turkey is a lack of suitable facilities, followed by a lack of interest and time. In contrast in Germany, the lack of suitable facilities is the least common motivation, while a lack of time is the greatest barrier to practicing sports

⁴ The data was collected by the ISMU Foundation - Initiative and Studies on Multiethnicity within a national survey intended to measure the level of integration of the foreign population (Integrometro index) in which the Università degli Studi di Molise participated.

Migrants' social inclusion and practice of sports

It is appropriate to consider the representation of social inclusion of migrants from foreign countries amply addressed as a route to settlement that has the following essential phases: first obtaining a work position and housing, passing through progressive loosening of relational and cultural links with the society of departure, and culminating in adaptation to the social environment. Recently a prevailing approach has considers the synergy between structural factors (policies, legal status, opportunity for participation) and individual factors (origin, gender, generation, migratory routes, and relationship networks, including transnationally) observing that the condition of each migrant is a variable combination of inclusion and marginalization (Pizzolati 2012).

Policies intended to encourage inclusion may consider some levels of involvement: encourage migrants' access to the opportunity, create conditions to strengthen social cohesion in the context in which they live, and support their active participation. In a comparison between countries, it is useful and necessary to have tools to measure migrants' individual access to sports activities (enrollment in sports organizations), changes in the perspective of local sports (presence of minority/ethnic sports activities in public facilities), and the level of participation (immigrant and mixed sports associations).

In the socio-anthropological literature dedicated to critical analysis of the spread of practicing sports among migrants and their descendents and the social policies intended to encourage these experiences⁵, a theoretical picture used to reflect on national cases and differing local experience points out the amount of social resources (Walseth 2008). More in particular, the question is asked about opportunities that practicing sports offers migrants and their descendents to strengthen social relationships, not so much with people of their own nationality within the community to which they belong, but rather with citizens of the host societies, since empirical research show that practicing sports is often an opportunity to associate with people of their own nationality and to find comfort from a sphere of social relationships in the host society, (Krouwel et al 2006). Some academics discuss a linear and causal link between practicing sports and inclusion, hypothesizing that participation in sports can produce differentiation within social groups and that it is more correct to refer to the different significance and amount of social inclusion, considering the context and social norms within which the participation in sports is set. In this sense, integration does not derive simply from practicing sports, but to a certain extent also from their symbolic and social significance, given for example the popularity of practicing sports and acceptance by the peer group and significant individuals.

⁵ A comparison between national cases in European countries by mapping the research conducted on the topic, conducted also thanks to recognition by the academics of the research network "Society & Sports" ESA (European Sociological Association), demonstrated a lack of homogeneity in attention to this topic. For example, while in Italy we are still in a pioneering phase, in northern countries the research on the topic is more consolidated; however, this attention is relatively recent and thus scientific results are still limited.

Legislation and politics in relation to social inclusion and sports: the case of Andalusia

In the MIMoSA project, the composition of the partnership has allowed exchange and awareness of the various national and regional policies of the countries involved. In this methodology guide, it was considered appropriate to present some characteristics of the Spanish political and legislative lines, due to the interest shown in the various meetings with the public authorities that are members of the partnership, and to offer a context for the results of one of the case studies provided within the project and executed in the city of Madrid.

We believe that the Andalusian political approach can be kept in consideration as an interesting and successful case, within the limits that may always be found in the implementation of policies for the integration and management of diversity originating in a migratory context.

In the legislative realm, and regarding policies on sports and social integration in Spain, the state defines the general lines of action, while the development of regulations and their execution are the responsibility of the regional and local authorities.

The concept of social inclusion through sports is directed both at the state and autonomous level primarily on two lines: on one hand, with sports policies across the board always noting the population at risk of social exclusion; on the other, by working on plans and policies oriented to integration and improvement of the living conditions of the migrant population.

At the state level, the Higher Sports Council, an autonomous organization under the Ministry of Education, Culture and Sports, is responsible for policy design. Since 2010, it has created one of the most relevant tools of action, the Comprehensive Plan for Physical Activity and Sports (2010-2020) (HSC, 2009), which defines the line to be followed both by the state administration and by the autonomous and local entities in the promotion of universal access to sports.

The plan considers the various groups that make up Spanish society, with particular emphasis on those groups with the greatest need and traditionally with more difficult access to sports, such as people with physical or mental disabilities and, particularly relevant for this study, people or groups at risk of social exclusion, including the migrant population.

These groups' access to sports is considered not so much a goal, but a means of inclusion that goes beyond simply practicing sports, allowing individuals to develop their own social resources. Such an approach is an innovative step going beyond simply promoting access to sports.

Within this national line and at the level of the Autonomous Communities of Andalusia, the General Administration for Coordination of Migratory Policies, an entity attached to the

Council on Justice and the Interior of the Region of Andalusia⁶, actions on sports and the related management of diversity deriving from the migratory phenomena were coordinated based on the first and second Comprehensive Immigration Plan of Andalusia (CIPA), respectively in the fiscal years 2001-2004 and 2006-2009⁷.

The plan is a tool for coordinating and articulating various aspects of integration of the migrant population, enacted across the board in the various departments of the autonomous administration, according to the various competences (educational, social, employment, public health, etc.)

Promoting access to sports activities among the population considered at risk of social exclusion is provided in the Sports Law 6/1998 of December 14 (Presidential Council of the Council of Andalusia, 1998) that prioritizes the promotion of sports among the population at risk of social exclusion. Article 3 defines groups meriting Special Attention as “those areas or groups that, if assisted by these activities, may create from them a mechanism for social integration or improvement of their own social well-being.”⁸

In the Comprehensive Immigration Plans in Andalusia, practicing sports is considered an integrating element. This is specified in the realm of Culture, Leisure and Participation where measure 6.1 indicates as a specific goal: “Programs, measures and/or actions that, within the plan for Local Sports, facilitate the promotion of Physical Activity in sports for groups of migrants, with the goal of encouraging their socialization, normalization, and integration into the community” (CIPA II, 2006:327).

Within migratory policies, actions regarding sports are included within a cross-cutting concept of actions that encourage the integration of the migrant population.

In these policies, sports are considered a space for participation and a tool for processes of socio-cultural integration. Practicing sports is considered an element that encourages interaction between the host society and the migrant population, implementing possible integration processes.

Within this line of action, local policies must not be forgotten. In this case, based on the existence of directive lines defined by the higher levels, municipal policies will depend on every local administration, giving rise to a great diversity of actions.

⁶ The General Administration for Coordination of Migratory Policies was created in 2001 as an entity of the Council on Justice and the Interior, in 2009 becoming the Labor Council and, in 2011, due to a change in legislature, the aforementioned Council on Justice and the Interior.

⁷ <http://www.juntadeandalucia.es/empleo>

⁸ BOJA 148 of December 29, 1998: 15.840 <http://www.juntadeandalucia.es/turismocomercioydeporte/ctcd-docs/normativa/DL1998-06B.pdf>

Brief analysis of research results in Madrid

In Spain the activity studied was the organization of the *Mundialito de Baloncesto por la Integración* (World Basketball Tournament for Integration) organized by the Spanish Basketball Federation Foundation in 2014.

The observations presented below are the result of a process of analyzing interviews and focus group held with the members of the *Asociación Red Deporte y Cooperación* (Sports Network and Cooperation Association) involved in organizing the *Mundialito*, and of the observation participating in the planned activities.

At the same time, the most relevant aspects that may be extracted from analysis do not refer exclusively to the activities observed, but have also considered the results of evaluation of other programs in Andalusia.

This allows us to extrapolate some recommendations from the strengths and weaknesses observed in actions in the area of sports and social integration.

The results are framed on three lines:

1. Evaluation process.
 - a. The lack of tools for continuous evaluation, often not provided by the funding structures and other lines of financing, makes it difficult to confirm the scope of the interventions or the implementation of the activity. It would be necessary, therefore, to strengthen these processes for monitoring (throughout the project), evaluation (on completion) and follow-up (maintaining the projected goals attained in the medium and long term).
 - b. In the existing evaluation processes, excessive dependence on quantitative indicators is found at the expense of more qualitative dimensions. The sole use of quantitative indicators introduces the risk of only evaluating part of the realities and results of the activities. This means, for example, that a decrease in the number of participants is considered only in negative terms, when it may hide, on the contrary, better quality of participation due to an increase in the identification and motivation in the activity by the participants.
 - c. The qualitative evaluation must be holistic. This implies providing qualitative indicators that show the various dimensions (temporal, spatial and social) and how they affect the practice of sports.
2. Social actors: organizers, financers and associations
 - a. When organizations apply concepts such as “integration,” “inclusion,” “interculturalism,” at the moment of defining their goals, they run the risk, inherent to the concepts themselves, of not attaining their clear operativity, shared by all the partners and participants. It is important to promote internal processes of reflection to help define these concepts in more practical and tangible terms. This can allow better definition of the real intended goals, as well as harmonizing the daily work of every individual with the mission, culture and know-how of the organization.

- b. The brief duration of the projects, caused, among many factors, by a lack of economic resources, determines a need to prioritize efforts for visibility of the activity to the detriment of the scope of the results in the beneficiary population. These projects (of brief duration) seek more media presence rather than tangible attainment of their goals. It is important for the Third Sector to keep this problem in mind in negotiation with the public administration.
 - c. Activities proposed for associations of migrants and foreign citizens tend to have greater success in terms of participation, although often limited to people belonging to the same nationality.
3. 3. Participants.
- a. Groups and individuals that participate in organized national membership activities are mostly in a process of internal collective integration, since they do not refer to the host society but rather to their own ethnic or cultural community.
 - b. It is important to distinguish between activities that encourage social integration in the network of people belonging to the same country or other cultural realities and others that encourage more interculturalism.

The practice of sports among displaced persons in Rome: salient aspects of exploratory studies

The research performed in the Italian capital was dedicated to the project Liberi Nantes Touch Rugby sponsored by the amateur sports association Liberti Nantes⁹ and targeted to displaced persons. This is a pioneering project in the Italian panorama, with displaced women as its beneficiaries and offering a type of sports that is only recently spreading in Italy. The limited amount of research dedicated to similar experiences in Europe has made an exploratory study necessary. This is oriented to observing the development of the project over two years through the launch phase, experimentation and attempt at consolidation, with the goal of identifying possible indicators for findings in terms of project impact, both at the individual level and in a social context.

The project addresses the need, revealed by the beneficiaries as pressing, to occupy the empty hours typical of the first phase of reception in a center. For the promoters, sports activities support the progress of insertion in the new context to the extent that this contributes to the strengthening of mastery of the body and self-esteem.

The association, having benefitted from some public contributions, is constantly involved in seeking funds, necessary in particular for restructuring a field conceived as intercultural space in addition to being a place for displaced persons to practice sports.

Among the strong points of the project are, in particular, partnership, public events, visibility, and the ability to redefine the activity.

The Liberi Nantes association supports the participation of displaced persons in sports activities, in particular through a male soccer team and, recently, with tour activities. It has built partnership relationships with individuals who work in various fields: associations active

⁹ for more information: www.liberinantes.org

in sports, entities engaged in the reception of refugees, and organizations that work to counter social marginalization.

The project received good visibility during events and occasions organized in collaboration with the partner as well as by internet, with the effective contribution to the narrative of the project by an organization of photographers and artists specialized in humanitarian reporting for social organizations (Shoot4Change¹⁰).

The association has acted effectively in redefining the activities to face emerging obstacles, in particular the long time necessary for involvement of the beneficiaries, the sporadic participation of some migrants, an insufficient number of players to create a team, and the periodic turnover of migrants in the reception center.

The improvement of relationships between the participants, initially not united by their backgrounds, observed by the association volunteers within a few months, is a positive effect of the project in the progress of individual inclusion of displaced persons. Furthermore, the beneficiaries were involved in participation on teams in tournaments intended to support the inclusion of migrants in practice and sports competitions.

The activities and the goals of the project were broadly disseminated, in particular by internet and through public events within which practice was an opportunity to increase the project support network.

¹⁰ www.shoot4change.net

Challenges and recommendations

National sports associations/ Federations, anti-racism associations and associations of migrants/refugees

***Task:** organizations must recognize the importance of the work of social inclusion through and in sports. At times, organizations are not conscious of the complexity of the problems of social exclusion phenomena in immigration contexts and the difficulty of interventions to encourage inclusion; consequently, they promote vague actions or promote none at all.*

Recommendations

- It is necessary to disseminate knowledge at all levels of the organization to allow both the improvement of the interventions and greater awareness among the partners. For this reason, it is important to establish lines of coordination with University and research centers for the purpose of offering specific research, creating tools for planning and evaluation of the interventions, training the personnel involved, and producing documentation and other tools for production and dissemination of knowledge. It is important to building indicators that demonstrate the participation of foreign citizens in sports and facilitate comparisons at the European level.
- It is necessary to increase research funding and sponsor networks and partnerships in which research entities are present.
- In order to reach mutual understanding among all the partners, it is necessary to sponsor open discussions: meetings and conferences at a national and local level (in territorial committees and in sports centers)
- It is important to underline clearly in the By-laws that the mission of the organization is also active involvement for social inclusion through sports
- Sponsor common strategies among the various work sectors/departments present within the organization. The matter must be addressed not only in the sector that is concerned specifically with social inclusion (where present), but also in those that develop programs for children, youth, and women, professional and amateur levels, and technical and management training.

***Strategy:** sports organizations need coordinated structural policies in all sectors of involvement.*

Recommendations

- Create an internal department in associations responsible for social inclusion to sponsor specific campaigns and research and that propose associative policies and projects able to provide for greater social inclusion of disadvantaged groups in the sports world
- Sponsor collaboration and exchange with other institutes/associations for the purpose of acquiring information and exchanging experiences
- Sponsor international dialogue through the exchange of projects, bilateral meetings, and cooperation with European networks

Leadership: *organizations must include people with various cultural and immigration backgrounds on their boards of directors, for the purpose of sharing the leadership of the organization and specifically encouraging democratic participation processes.*

Recommendations

- It is necessary to begin internal evaluation processes on the possible existence of mechanisms of restriction or filters that block the possibility for people of various origins from obtaining leadership positions
- Sponsor dialogue with the migrant community and cultural minorities
- Sponsor training courses on sports management dedicated particularly to people of diverse cultural origins
- Adopt mechanisms of inclusion for involving an increasing number of people from various origins: entrusting roles of responsibility, invitations to participate in executive committees, invitations to participate in the elections of the association heads
- Sponsor the creation of groups or sports organizations directly managed in a great majority by migrants. This means that the organizations must provide support actions from experts on the topic of sports management, legislation and administration.
- Provide support to initiatives/projects promoted by communities of migrants/cultural minorities aimed toward sponsoring social inclusion
- Sponsor the opportunity to practice sports in the migrant community and to organize them an associative manner

Lobbying: *organizations must perform activities of lobbying and social pressure on politicians and the media, so that they recognize the existence of the problem of social exclusion and address these arguments more realistically and not prejudicially.*

Recommendations

- Ask the local/national /European authorities or sports federations for support:
 - Need for lobbying the institutions to ask politicians to focus their attention on the positive effects of the migratory phenomena
 - Need for lobbying the European Union to organize public hearings in parliament and petitions signed by European politicians
- Perform fund-raising, attempting to integrate public and private funds (sponsors, foundations)
- Sponsor workshops with journalists on: living conditions of foreigners (migrants, refugees, those requesting asylum); the Roma culture; the use of appropriate language without prejudice when describing the athletes of various culture; the use of an ethical code
- Sponsor events and invite the media for the purpose of disseminating information
- Involve well-known athletes for the purpose of disseminating the most messages possible on multiculturalism, anti-discrimination and social inclusion
- Sponsor networks of journalists: create social media networks or develop those created by the European Council (A European Media Network for Diversity and Intercultural Decalogue - MARS), promoting a special section on sports

- Constantly provide journalists with information and news on the stories of migrants in sports, for the purpose of creating a social narrative without prejudice, but based on life stories of people involved in these associations.

Intercultural dialogue: strengthen the professionalism and competence of the human resources present in the organization on topics connected with intercultural dialogue.

Recommendations

- Sponsor informal education and training for directors, project coordinators and volunteers
- Sponsor courses on intercultural mediation and the history of the cultures and sports of every part of the world
- Sponsor educational courses on games from different cultures, accompanied by practical laboratories for building the games, preferably with recycled materials

Awareness: to increase the awareness of partners regarding the topic of social inclusion through sports.

Recommendations

- Sponsor internal campaigns to fight against every form of discrimination
- Dedicate spaces within sites or house organs to the promotion of activities, projects, and initiatives on the topic of sports and of social inclusion
- Involve partners in activities to support the anti-racism activities promoted by the association, also as volunteers

Remove the barriers: in many nations there are restrictions on the presence of foreigners who wish to play in tournaments, even amateur. This form of institutional discrimination must be removed.

Recommendations

- Sponsor campaigns to affect public opinion regarding these forms of discrimination
- Lobby national and international institutions and federations so that forms of restriction on practice are abolished
- Sponsor comparative research at the European level on the diverse legislation dedicated to foreign citizens (*ius soli* and *ius sanguinis*, differences in the rights and duties of migrants, political refugees and those requesting asylum) and related to practicing sports

Evaluation: it is appropriate to sponsor, within the association, a system for evaluating the goals reached and analyzing any gaps in developing activities intended for social inclusion, to then bring corrections and develop new models of involvement.

Recommendations

- Intensify relationships with universities and research centers to establish means and procedures for evaluating the interventions performed.
- Sponsor training courses on the means of evaluating activities and interventions
- Adopt SWAT analysis models and develop internal competences for acquiring means of self-evaluation

Sports clubs, local headquarters of sports associations and federations

Sensitization: increase the sensitivity of the partners and directors of sports clubs and the trainers and volunteers on the topic of cultural diversity.

Recommendations

- Organize campaigns, distribute materials and display posters on the importance of interculturalism in sports and in sports clubs
- Organize workshops/roundtables for all sports club administrators (directors, trainers, referees, volunteers, operators...)
- Organize training courses for directors and trainers on intercultural topics for performing the project
- Create a network between the local and national levels of sports clubs to discuss difficulties found and results obtained during the development of social inclusion projects
- Sponsor educational projects within sports courses, especially for youth
- Sponsor training courses for technical sports personnel on topics connected to interculturalism, to conflict mediation, cultural mediation, and education on globalism
- Sponsor recognition of the certification of training courses offered specifically on the topic of sports and social inclusion (also at the European level)
- Sponsor games as tools for reciprocal knowledge and exchange, especially in sports courses directed to children and adolescents; i.e., games of the world and games as tools for breaking prejudices and teaching rules

Participation of Migrants/Refugees: increase the number of migrants and refugees who participate in sports activities of the club.

Recommendations

- Create specific courses for mothers and children, combining activities for the purpose of encouraging balancing times of work and leisure
- Offer free admission for disadvantaged classes
- Create sports and cultural occasions (festivals) to sponsor participation and knowledge among the various members of the club, through the creation of spaces for dialogue
- Facilitate participation in sports competitions: often many groups/individuals have a problem regarding transportation (high costs of public transportation, impossibility of using private vehicles), making their participation in competitions impossible. The club must work with the families and with all its partners to create a mutual aid network
- Create informational brochures in various languages
- Build information and exchange networks with migrant organizations for the purpose of properly evaluating needs and thus formulating appropriate responses

Infrastructures: very often the migrant community emphasizes the difficulty of being part of the sports clubs for various reasons that risk becoming barriers to their participation and presence.

Recommendations

- Prepare informational materials (fliers and websites) in more languages. Provide information on how to reach the club (public transportation, cycling routes...)
- Think about how to make the club “welcoming” for all. In particular:
 - provide closed showers in the locker rooms, to encourage all those who may have difficulty in showering alongside other people.
 - Provide the exercise areas with curtains or mobile dividers, to also allow Muslim women to take classes
- Provide spaces to groups of migrants/ethnic minorities for self-organized sports activities and cultural events

Leadership: organizations must include people with various ethnic backgrounds on the boards of directors to be able to share leadership with them.

Recommendations

- Sponsor internal courses, also informal, for the recognition of certifications/degrees/licenses of experience and competence in sports acquired in foreign countries
- Organize specific training courses to update and increase the experience in various areas: management, training, arbitration...

Financing: increase funds to perform more activities, offer free or low cost activities, and improve infrastructures.

Recommendations

- Volunteers are a value added in terms of financing and social cohesion. They represent very important assistance for the club to decrease costs. Their work must be recognized through:
 - Special recognition for their work (volunteer of the year, special mention on site)
 - Special recognition for projects performed by volunteers in the field of social inclusion
 - Provide free training courses to volunteers on the topic of intercultural dialogue

European Institutions

Research: *a lack of information, research and data is indicated on specific topics regarding migrants practicing sports, particularly comparative research at a European level.*

Recommendations

- Sponsor research on the presence and free sports infrastructures in various parts of Europe, in particular those that encourage the participation of migrants/ethnic minorities or other disadvantaged groups
- Sponsor research to collect data on participation of migrants/ethnic minorities in sports
- Sponsor research intended to build effective indicators to measure the qualitative and quantitative levels of activities intended for social inclusion through sports
- Sponsor lines of collaboration and exchange among various European research and training institutes to create work models and methodologies connected to the topic of social inclusion in sports
- Sponsor the creation of a European platform intended for public administrators in which it is possible to find and exchange materials on the matters under legislation, forward-thinking project design, training and European conferences on such matters

Certifications: *It is necessary to work for the recognition of certificates/degrees/licenses of experience and competence in the sports field acquired in foreign countries.*

Recommendations

- Create systems of recognition through an individual examination, valid in every country of the Union
- Study and sponsor common training models on the topic of interculturalism and globalism education that can be common in every country of the Union

Financing: *the world of sports for all must be able to perform projects for social inclusion in and through sports. The costs of carrying out these activities are often very high and it is necessary to improve the system of collecting funds, also producing a certification system that indicates the social quality of the project, to encourage the fact that private and public sponsors finance projects based on the emotional impact and communication of the actions they support, rather than the real effect of the initiative.*

Recommendations

- It is necessary to support structural funds for national associations
- It is necessary to have better coordination between the various sectors of the General Administrations on the activity performed by the associations
- The Sports Units must lobby the other GAs to ask them to include sports as a real opportunity, to expand the possibility of obtaining financing from various commissions:
 - GA on environment: sports can give a strong impulse to the rethinking of urban life in terms of greater sustainability. This helps the environment and increases the participation of groups of migrants in redesigning the city with spaces for socialization and sports

- GA on Health and Protection of the Consumers: sports help to improve the health of all the citizens, and the sports offerings for migrants/refugees can help the community
- GA on Justice: migration is not a safety problem; it is necessary to think of projects of education and not only of repression. Another great problem is the treatment of athletes, which must be considered a priority topic.
- GA on Tourism: the exchange and knowledge of the various cultures allows overcoming prejudice. Also in the tourism sector, projects of “sustainable tourism,” would be developed aimed at knowledge of cultures other than European, preferably offering incentives for projects linked to the Mediterranean area or cooperation with development
- GA on Education and culture: racism is combated especially by educating youth, and the best tool is that of exchange and reciprocal knowledge. For this, academic scholarships would provide incentives for youth who distinguish themselves in the world of sports and wish to deepen the topic of exchange of best practices

Local Authorities

Spaces: *groups of migrants/refugees require spaces for practicing non-organized sports: parks, old buildings to renovate and give to the community and especially of structured sites where there is a real respect for all the diversity.*

Recommendations

- It is necessary to promote the design of an egalitarian and democratic space, through a network with the migrant community/refugees, and associations of civil society, youth and seniors
- Create tax relief mechanisms (rent reduction) for managers of facilities that really display attention to every person, without any form of discrimination, to promote social inclusion activities

Training: *the work of public administrators is complex and often must consider many variables connected with the social and legal aspects of coexistence among different cultures on their own territory. For this, there is a need for professionalism and specific competences and expertise on the topic.*

Recommendations

- Encourage the creation of specific training courses for public employees also in partnership with associations of the territory that are involved in aspects linked to migration and intercultural pursuits
- Encourage participation in language classes, cultural mediation, and education in globalism for operators of the public sector

Dialogue: *public administrations must operate to encourage dialogue and coexistence among all citizens and sponsor activities of exchange and reciprocal knowledge among the citizens, associations and private individuals that in various ways operate on their own territories.*

Recommendations

- Sponsor events and activities in which the various migrant communities, sports and cultural associations, and individual citizens of the territory have a way to become acquainted and exchange experiences and ideas, also to improve services in their own community. This would be a real marketplace in which to also encourage dialogue with institutions
- Create recognition mechanisms for all those sports associations that actually operate with a view toward social inclusion (a sort of bubble of quality) and encourage them in the mechanism of obtaining public funds
- Work in synergy with the Reception Centers for refugees or migrants, with informational kiosks for migrants so that the diverse information would also include where and how to practice sports. Often motor practice is considered a secondary or residual need, not placing emphasis on the aspect of its value for socialization; therefore, all citizens including foreigners must receive adequate information on the matter

Cross-cutting nature: *the public administrations must work in a synergic and cross-cutting manner, involving all of its departments of the topic of social inclusion through sports.*

Recommendations

- Attach the topic of motor practices to those of health:
 - Sponsor campaigns for the health of foreign citizens through proper practice of sports
 - Sponsor campaigns on the topic of nutrition
- Sponsor the creation of ad hoc proposals on the topic of sports as tools of social inclusion not only within sport authorities/departments, but also in those linked to the world of education, tourism, and culture

Evaluation: *it is essential for the public authorities to create evaluation processes for the projects and administrative procedures.*

Recommendations

- Intensify the relationships with universities and research centers to establish means and procedures for evaluation of projects financed by the public administrations
- Sponsor training courses for public employees on the means of self-evaluation of the activity and interventions proposed by the institution

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