

EQUAL VOICES

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European Union Agency for Fundamental Rights
Agentur der Europäischen Union für Grundrechte
Agence des droits fondamentaux de l'Union européenne

A photograph of several football players walking on a grass field. They are wearing white training vests over blue long-sleeved shirts. The vests have the text 'UNITI CONTRO IL RAZZISMO' printed on them. The players are also wearing dark shorts and blue socks. The background shows a blurred crowd of spectators in a stadium.

Football vs. Intolerance



Welcome to Equal Voices

The FRA team is pleased to welcome all readers to this issue of Equal Voices. Equal Voices consists of articles and features with analysis, new research, expert input, surveys, and good practice examples on a topic related to FRA's mandate. The opinions expressed by the authors do not necessarily reflect those of FRA.

You can get a free subscription to Equal Voices by email at media@fra.europa.eu. We also very much welcome any comments you might have. All articles of this issue are available in English, French and German at <http://fra.europa.eu>

The FRA team



Bienvenue à notre magazine Equal Voices

L'équipe de FRA est heureuse d'accueillir tous les lecteurs de cette édition d'Equal Voices. Equal Voices contient des articles ainsi que des analyses, des nouvelles recherches, des contributions de spécialistes, des enquêtes, et des exemples de bonne pratique sur un sujet en relation avec le mandat de FRA. Les opinions exprimées par les auteurs ne reflètent par nécessairement l'opinion de FRA.

Vous pouvez vous abonner gratuitement à ce magazine par courriel à media@fra.europa.eu. Nous serions également heureux de recevoir vos commentaires et suggestions. Tous les articles de cette édition sont publiés en français, anglais et allemand à <http://fra.europa.eu>

L'équipe de FRA



Willkommen bei Equal Voices

Das Team der FRA begrüßt alle Leserinnen und Leser zu dieser Ausgabe von Equal Voices. Der Inhalt besteht aus Artikeln und Dokumentationen mit Analysen, neuen Forschungsergebnissen, Beiträgen von Experten, Erhebungen sowie „good practice“ Beispielen aus dem Themenbereich des Mandats der FRA. Die in diesem Magazin veröffentlichten Meinungen müssen nicht unbedingt mit denen der FRA übereinstimmen.

Sie können dieses kostenlose Magazin unter media@fra.europa.eu bestellen. Gerne nehmen wir auch Kommentare und Anregungen entgegen. Alle Artikel dieser Ausgabe werden in deutscher, englischer und französischer Sprache auf <http://fra.europa.eu> veröffentlicht.

Das FRA-Team

CONTENTS

UEFA Respect – a new strategy to support human values in football by Michel Platini, UEFA President4

No space for discrimination and exclusion in European football and European sport by Ján Figel, EU Commissioner6

UEFA EURO 2008™ Unite against racism by Kurt Wachter, FARE Project Coordinator8

Football's power to change society by Willi Lemke, Special Advisor to the United Nations on Sport12

EURO 2008™ – an opportunity to combat racism by Emine Bozkurt, Member of the European Parliament14

The way forward by Paul Elliott, Special Advisor on Racial Equality in Football15

Players ought to take a stand against racism by Nuno Gomes, Benfica Lisbon16

A Black referee in Austria: An Anecdote by Bella Bello Bitugu17

Women's football making great strides by Silvia Neid, Coach of the German women's team18

The future of football is female by Theo Zwanziger, President of German Football Association19

Equality – The English Football Association tops the league of anti-discrimination21

Football is everything, even gay! by Tanja Walther, European Gay & Lesbian Sport Federation24

From Braga to Basle by Peter Moore, Member of the Committee of the Regions26

Uniting Communities with CARE by Michael Seeraj30

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EDITORIAL

Football versus intolerance, now that's one game we can't afford to lose. We've assembled a team of the key players, UEFA, national football associations, politicians and legislators, sponsors and referees, and football's fans, friends and players. We think it's a winning team, and we hope that it will be the real winner of the tournament in Austria and Switzerland. EURO 2008™ kicks off in Basel and from the warm up to the final in Vienna the message will be clear – football stands united against intolerance.

Here at the Fundamental Rights Agency (FRA), there has never been a lack of commitment. From our previous incarnation as the European Monitoring Centre on Racism and Xenophobia (EUMC) it's now eight years since we cheered on the launch of the Football Against Racism in Europe (FARE) network at the European Parliament. We've produced a paper on Racism, Football and Internet, participated in FIFA and UEFA events, worked with the EU institutions, and presented a prize, the Jean Kahn Award, to the FARE network

for its work. This year will be our most ambitious so far. We shall join FARE, UEFA, the tournament associations and organizers, FIFpro, politicians and the football family in Basel on 7 June for a media reception to launch anti-racism activities. We are undertaking a major study on football and racism and we plan to organize a seminar on this topic in 2008.

The focus has been on racism for most of us, but there's now the challenge to tackle homophobia, to bring women fully into our winning team, to ensure that children are not exploited for their football talent and then discarded on our streets should they fail - in short to use the love for and hope of football to educate, inspire and unite our societies.

In this edition of our magazine, Equal Voices, we let some of the team tell you what is being planned, what the issues are, the impact of personal experiences, and that we can win this game if we stand firm in defense and choose the right moment to exploit the spaces behind intolerance.



I'm particularly looking forward to listening to Michel Platini. The campaign "UEFA Respect" very much reflects his vision of human values, other articles draw on the excellent work of football clubs, read about Charlton Athletic, the role of local authorities - the Braga Declaration being an important milestone, the European Parliament's tireless work, the English FA's Equality work against racism, homophobia, and gender discrimination, amongst others. I am particularly pleased to highlight the emerging role of women's football and the German Football Association must be commended here. Issues related to gay and lesbian inclusion in the football family are examined. Personal experiences will always feature and we've provided space for players and a former referee to speak out – articles may seem forthright at times but we're not here to censor but to listen and learn.

June is my first month in the job here at FRA and I'll cheer on and marvel at the skills and talent on display in EURO 2008™. My one regret may be that the Danish team will not grace the tournament with their blend of exciting football, but irrespective of who comes out on top in the final, let's all make the real winner of this tournament – football.

*Morten Kjærum,
Director of the European Union Agency
for Fundamental Rights.*



FARE receives Jean Kahn award from EUMC (predecessor of FRA).

"I see no reason why football should not remain the world's most successful sport and, at the same time, continue to express the values that bring millions of people together regardless of their sex, colour, nationality or religion. But to make that happen, we need to recognise when we have a problem, and take action."

UEFA Respect – a new strategy to

By Michel Platini, UEFA President

Football must rediscover its sense of respect. That was the simple idea when we recently launched UEFA Respect, a new strategy that puts human values at the heart of our competitions this year and beyond. UEFA Respect will take centre-stage at UEFA EURO 2008™, this summer's European Football Championship taking place in Austria and Switzerland.

After more than a decade of intense commercialisation, our sport has taken a few knocks. Some would turn the beautiful game into a product, to be bought and sold like anything else. And many would stand by and allow this to happen, refusing to think about the consequences for a sport that remains much more than a business for millions of supporters across Europe. Let us be clear: commercial pressures encourage people to see results as the only measure of success; respect for others becomes the first casualty.

Well, I believe we can take a different road. The human and social values that underpin sport at all levels – from the grassroots to the professional elite – are not some luxurious afterthought that we can afford only as long as the economic machine continues to turn. Nor are they the preserve of amateur sport. No, those values are essential to sport's enduring popularity among millions of



Greece and Turkey
join forces for the common cause.

Europeans. Without respect for others and for the rule of law, sport would never have become such a central part of our lives. I see no reason why football should not remain the world's most successful sport and, at the same time, continue to express the values that bring millions of people together regardless of their sex, colour, nationality or religion. But to make that happen, we need to recognise when we have a problem, and take action.

As the sport's governing body in Europe, UEFA has a responsibility to take the lead. Football's place in modern society is such that we must strive to serve a broader public interest that goes beyond the confines of our sport.

If we are doing our job properly – by promoting respect for oneself and for others – then society as a whole should benefit.

UEFA Respect will encourage everyone in football to show greater respect for our diversity as human beings. And greater respect for the game and its sporting values.

Diversity presents Europe with a difficult challenge in this new century. How do we continue to live together and maintain a sense of common purpose and solidarity while our societies become more culturally diverse? Which endeavours can still bring people together when our globalised culture

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President Platini and UEFA are at the forefront of confronting racism in football.

support human values in football

weakens many of our institutions and traditions? I believe that sport can provide some of the answers since it offers a common language, or at least a form of communication, that transcends our cultural differences.

UEFA's efforts to promote diversity have become a core part of our work. Since 2001, we have built a partnership with Football against Racism in Europe (FARE), a network of non-governmental organisations that operates across Europe. We support FARE's efforts to improve education on racism, publicise national and European campaigns, and introduce practical measures at the level of clubs.

At UEFA EURO 2008™, UEFA and FARE will run a campaign under the slogan "Unite Against Racism", including a new film for the giant screens, and public messages from the team captains. Outside the stadiums, games of street football will take place in the host cities, bringing together fans from dif-

ferent ethnic communities. Fan embassies in all cities will offer information and meeting points for supporters.

We are honoured that the European Union's Fundamental Rights Agency will join us on 7 June in Basel to launch the "Unite Against Racism" programme. UEFA and the Agency are natural partners, and I look forward to our joint efforts to combat all forms of discrimination.

To promote respect for diversity and marginalised groups, UEFA supports football development projects for players that are blind, or suffering from cerebral palsy, who are physically handicapped, or who play with Special Olympics. At UEFA EURO 2008™, these four groups will play a showcase game shortly before each quarter-final match, sharing the same turf as the competing national teams.

To promote greater respect for the game itself, UEFA will be encouraging everyone involved in football, par-

ticularly the players and supporters, to reflect on how they behave towards each other. In a tournament such as UEFA EURO 2008™, where teams from 16 different countries are taking part, we want people to respect each other's nationality, flag, and anthem. Football has sometimes come short in this area, and it is time to change.

In the past, football sometimes turned away from these challenges, shrugged its shoulders, and said that these were society's problems: football was not to blame. I am happy to say that attitudes are evolving. We now embrace our responsibility to combat all forms of discrimination and violence. These evils have no place in a civilised society, and football has a special role to play in overcoming them.

A big tournament gives us the chance to celebrate everything that is great in sport. Some of the happiest memories from my playing days took place when I represented my country in the World Cup and European Championship. Throughout my career, playing alongside people from different cultures was an everyday feature of the sport, and a rewarding experience. I am happy to see that football and diversity still go hand in hand today. Expect emotions at UEFA EURO 2008™, and enjoy them in an atmosphere of fun, conviviality and respect.

"In the past, football sometimes turned away from societal challenges. I am happy to say that attitudes are evolving. We now embrace our responsibility to combat all forms of discrimination and violence."

"Training systems for talented young sportsmen and sportswomen should be open to all and must not lead to discrimination between EU citizens based on nationality."

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No space for discrimination and exclusion in European football and European sport

By Ján Figel, EU Commissioner for Education, Training, Culture and Youth

Football is the world's favourite game: millions of people play it around the globe and many more enjoy watching it. Part of its astonishing global success can be explained by the fact that the game is based on a handful of simple principles whose appeal seems to spread irrespective of cultural differences: team-play, fairness, respect of rules, and generosity. Above all, the whole team of eleven is needed for the squad to win, and this is a powerful symbol of solidarity and tolerance. In a good team – as in a healthy and successful social group – there can be no room for exclusion; every one of us is needed.

Another consequence of the simple and universal appeal of the game is its power to connect people. Football's potential can be used to erase social divisions of all sorts, including gender discrimination. In this context, I am happy to notice the progress made by women's football in the past few years. National and

international women's championships capture the attention of larger and larger audiences and I hope this surge in popularity will encourage many more women and girls to take

"Football's potential can be used to erase social divisions of all sorts, including gender discrimination."

up football and stay involved with the sport. I would also like to underline the importance of increasing the access of people with disabilities both as players and as spectators. Practices to promote football for players with disabilities and to combine players with and without disabilities in the same teams deserve our support.

When the European Commission published its policy paper entitled

"White Paper on Sport" in July of 2007, it was important for me to give the cultural and educational aspects of sport a prominent place. For instance, the White Paper stressed that "training systems for talented young sportsmen and sportswomen should be open to all and must not lead to discrimination between EU citizens based on nationality". Not only do we need to invest in proper training for our young footballers, but we need to give them a safe and welcoming environment. In this connection, it is worth also mentioning the economic aspect. Sport – especially football – is an important industry and a major job machine; but we must allow it to operate properly both as a business and as an important part of our social fabric.

Our policy document engaged the European Commission to work more closely with Member States and to see how various EU programmes can be used to combat discrimination in sport and promote social inclusion



"Among other things, we are encouraging Member States and sport organisations to adapt the infrastructure of sport to the needs of people with disabilities."

through sport. Among other things, we are encouraging Member States and sport organisations to adapt the infrastructure of sport to the needs of people with disabilities. Public authorities at national and local level should also ensure that sport venues are accessible for people with disabilities.

The policies outlined in the White Paper are designed to prepare the ground for the inclusion of sport among the competences of the European Union; one of the changes introduced by the Lisbon Treaty. If and when the Treaty comes into effect, hopefully next year, it will open a new chapter for sport in Europe. The Treaty indicates volunteering,

social and educational values, open and fair competitions, and the moral and physical integrity of sportsmen and sportswomen among the goals of an EU sport policy. It is clear that the social aspects of sport would be at the core of our action. To prepare for these changes, we have opened a platform for dialogue with national authorities and with the sports movement.

The response so far has been enthusiastic; stakeholders seem to be aware that many of the challenges of sport can be best tackled by coming together at EU level.

A transparent, open and inclusive platform for cooperation will do a

lot of good to European sport and to football. Major actors and public authorities will use it to exchange information and best practices and learn from each other. They will also use it to co-ordinate their efforts and launch initiatives that go beyond national borders, and I believe this broader outlook will be welcome in a field which – like football – is international by its very nature. One example of what can be achieved if we give a genuine European scope to our sport policies is the conference held in Brussels last November where organisers of past and future sport events exchanged best practices. During the conference it was underlined that a friendly attitude and fan coaching are effective means to prevent violence.

I like to end with these innovative and non-violent means to combat violence, racial abuse and discrimination, because it shows that the simple principles and the positive values of sport will eventually prevail.



UEFA EURO 2008™ Unite against racism



"A total of over 8 billion television viewers in 170 countries will follow UEFA EURO 2008™. This makes the 2008 European Championship an ideal platform to celebrate the variety and diversity of European football and its fans and to oppose racism and discrimination." -
By Kurt Wachter, FARE Project Coordinator





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By Kurt Wachter, FARE Project Coordinator

In spite of intense organisation, major football events like the World Cup and the European Championship are not free from racism or discrimination. At EURO 2004 in Portugal, the black Frenchman Sylvain Wiltord was mocked by Croatian fans with racist monkey noises, and banners with Celtic crosses, the symbol of the “White Power” movement, could be seen in the Croatian area of the ground. According to a report by the FARE (Football Against Racism in Europe) network, UEFA ordered the Croatian football association to pay a fine – the first time this has happened in the history of the European Championship. In Portugal there was also homophobic chanting by German fans against the Dutch team. In the 2006 World Cup, Italian fans extended their right hands in the fascist salute during the national

anthem before the game against Ghana, and the black players in the French national team were subjected to racial abuse by a group of Spanish fans when their team coach arrived at the stadium in Hanover.

A total of over 8 billion television viewers in 170 countries will follow UEFA EURO 2008™, which is about to take place in Austria and Switzerland (from 7 to 29 June). This global media presence and the millions of fans and visitors at the stadiums and in the fanzones makes the 2008 European Championship an ideal platform to celebrate the variety and diversity of European football and its fans and to oppose racism and discrimination.

FARE has been a partner of UEFA for many years in the area of social

responsibility and will be organising an ambitious programme under the motto “Unite Against Racism” during UEFA EURO 2008™. FARE gained initial positive experience at the 2004 European Championship in Portugal. In addition to UEFA, the public authorities in both host countries are also involved in financing measures against racism and in working with fans.

The slogan “Unite Against Racism” appears on all of the 1 050 000 European Championship tickets and all the stewards in the eight stadiums will also be wearing vests with this message. In preparation for the European Championship, FARE has produced training documents which will help the stewards and the security staff to recognise racist and extreme right wing symbols. FARE also calls on fans to show determined opposition to xenophobic threats and aggression in and around the stadium. As at the 2006 World Cup, there will be a hotline for stadium visitors to report racist incidents. FARE will be on hand at the stadiums with two experienced observers for each

“The slogan ‘Unite Against Racism’ appears on all of the 1 050 000 European Championship tickets and all the stewards in the eight stadiums will also be wearing vests with this message.”

match to document any incidents.

The sponsor, Hublot, is making its advertising space available free of charge at the stadiums, and so there will be “No to Racism” hoardings as a visible sign. Additionally, there will be articles in the match programmes.

The campaign will start on 7 June in Basle. On the opening day of the tournament, the programme will be presented to the public and the media. Together with the Fundamental Rights Agency (FRA), FARE is inviting prominent representatives of UEFA, the European Commission and representatives of FIFPro, the international players association. At the kick off event we will also, for the first time, be showing the 30-second anti-racism commercial which will subsequently be shown at all 31 matches and in the fanzones. The commercial has been produced with the support of the European Commission and is about the many languages spoken by the European fans.

The semi-finals in Basle and Vienna will form the high point of the awareness campaign. Before the starting whistle, the team captains will make a statement against racism on the pitch, using microphones. The slogan “Unite Against Racism” will be visible on large banners and all visitors to the stadiums will be included in a choreography against discrimination.

Involvement of fans

On the match days, FARE is organising three-a-side street football tournaments, played on inflatable pitches, outside the stadiums. The “streetkicks” will bring fans of all nations, young people and local migrants into direct contact with one another. Streetkick will serve as a medium for anti-racism and interculturalism to be experienced in a playful manner. The tour will make stops in the Austrian host cities of Innsbruck, Klagenfurt, Salzburg and Vienna, as well as in Geneva and Basle. The multilingual FARE fanzine will be

distributed at the time of the streetkick events and there will be a mobile exhibition including the local fan scenes. Streetkick will also have synergies with the second major UEFA-supported FARE European Championship project: the fan embassies. These are the centrepiece of the service provided for fans in all the venue cities. Under the slogan “by fans for fans” they serve as a meeting point, service centre and information platform for visiting fans.

pionship can in any event be used for South Africa 2010, the first final round of the FIFA World Cup to be played on African soil, and UEFA EURO 2012™ in Poland and Ukraine. However, the main focus of the hundreds of groups and organisations in the FARE network will be on everyday work with the clubs, national leagues and associations. Open racism is still a reality in many stadiums in Europe. Although, increasingly, ethnic minorities and



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In Switzerland, the Stiftung gegen Rassismus und Antisemitismus (GRA) [the Foundation against racism and anti-Semitism] is coordinating additional anti-racism activities together with FARE. These include the peace camp, stop-racism kiosk and “Bunt kickt gut” [multicoloured kicks well] projects, which will be present in Berne, Zurich and Basle.

What will remain to be done after the three weeks of the European Championship for a lasting anti-racism and fan campaign? The experience and expertise obtained in the European Cham-

migrants are active players, they are still under-represented in the football institutions and in the fan profile. To change this, EURO 2008™ can send out a strong and unmistakable message and give new impetus to the fight against racism, homophobia and sexism in sport and in society.

*For more information, see
www.FAREnet.org and
www.fanguide2008.net*



Football's power to ch

By Willi Lemke, Special Advisor to the United Nations Secretary-General on Sport for Development and Peace

In anticipation of my new function as Special Adviser to the United Nations Secretary-General on Sport for Development and Peace, I look ahead with great optimism. During my over 40-year long relationship with sports, I have witnessed first-hand the tremendous transformative potential it possesses on all levels and within each strata of society.

Discrimination, particularly in the form of racism, is regrettably prevalent in

sport today. Although the past years have seen much improvement in this regard, there is still a lot of work to be done, first and foremost with respect to raising awareness about the positive power of sport. Sport, when played properly, can be a tool to cross racial bridges and teach the participants of a game that the different colours of their skin, the names that they bear, or the countries that they call home, are but superficial divides. Football can be particularly constructive in spearheading

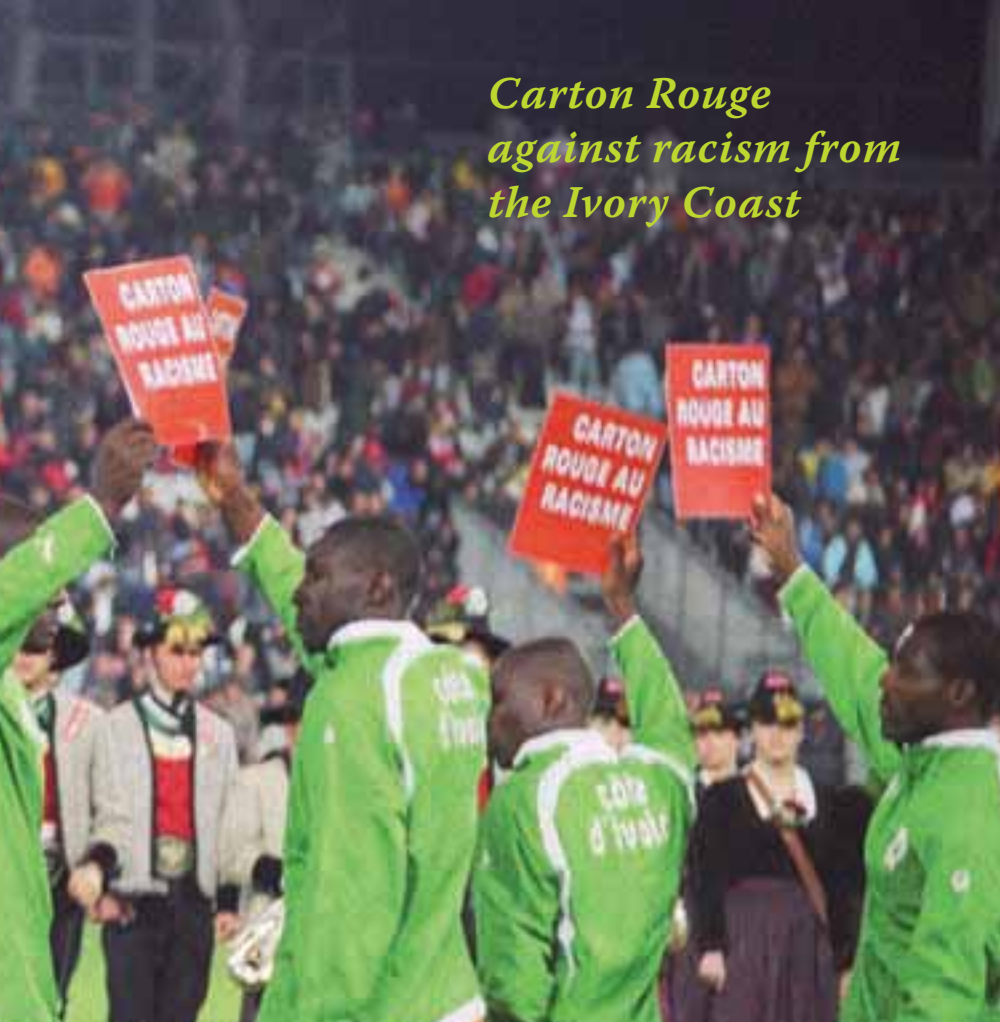
this process towards solidarity, cooperation, dialogue and harmony.

Every day, thousands of football games are played by people from every walk of life. When played in the right spirit, the joy of the game transcends categorical boundaries – whether gender, race, religion or culture – and coalesces each player around the simple joy of playing a wonderful game. We need only turn to the last Football World Cup to see that such a dynamic is also possible when professionals compete. Although the participants and fans could not have been more dissimilar in race or culture, the love for football was a powerful force for unity in diversity.

With the eyes of the world keenly watching, it is imperative that the play-

"Discrimination, particularly in the form of racism, is regrettably prevalent in sport today. Although the past years have seen much improvement in this regard, there is still a lot of work to be done."

Carton Rouge against racism from the Ivory Coast



Change society

nt and Peace



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*Willi Lemke tackles
the issues from the
UN perspective.*

"Participation in such sports events empowers women and challenges gender stereotypes."

ers lead by example. Not only does this have a substantial effect on the youth, who frequently identify with professional athletes, it demonstrates that no matter how competitive or contested a match may become, respect for your opponent and respect for the game must never be compromised.

Increasingly, sport is being used as a vehicle to empower individuals, especially women. The recent Women's Football World Cup has sparked a wave

of enthusiasm which has been carried to all corners of the earth. Participation in such sports events empowers women and challenges gender stereotypes, thereby reducing discrimination and breaking down entrenched attitudes. Beyond all societal divides, sport teaches essential life-skills such as discipline, respect, tolerance and fair-play.

While the aforementioned projects and themes are of great importance, they are but a snippet of the wide-ranging problems as well as opportunities that we face today. The United Nations has recognized the power of sport and have increasingly been integrating sport into existing programmes and creating new partnerships and programmes to help achieve the objectives of the United

Nations, particularly the Millennium Development Goals. As Special Adviser on Sport for Development and Peace, I will seek to assist the United Nations in its efforts to foster and initiate movements towards peace and development through the universal language that is sport.

UN Secretary-General Ban Ki-moon appointed Willi Lemke as his Special Adviser on Sport for Development and Peace in March 2008. From 1981 to 1999, Lemke was manager of Werder Bremen football club and is still chairman of its management board. Willi Lemke has been a member of the city government of Bremen since 1999.



EURO 2008™ – an opportunity to combat racism

By Emine Bozkurt, Member of the European Parliament

EURO 2008™ brings football supporters from everywhere in Europe to gather in Switzerland and Austria. This championship is a great example how European countries compete in a sportive way. Flags everywhere, European spirit in the air! No way that this celebration should be disturbed by something ugly like

racism. Unfortunately there is still racism in and around the stadiums. EURO 2008™ is an excellent opportunity to send an important message to the world that racism does not belong in football and in society. The fight against racism concerns us all. Members of the football family, the millions of people watching the games on TV, and of course politicians too!

"Sport is a reflection of society as a whole. If we tolerate or do not punish discrimination in sports, what kind of message does that send to millions of spectators?"

racism. Unfortunately there is still racism in and around the stadiums. EURO 2008™ is an excellent opportunity to send an important message to the world that racism does not belong in football and in society. The fight against racism concerns us all. Members of the football family, the millions of people watching the games on TV, and of course politicians too!

I worked together with UEFA in the fight against racism in football. It did not appear in the Guinness Book of records, but my initiative resolu-

tion against Racism in Football did get a record number of signatures from members of the European Parliament. Across political parties there was enormous support for this call to kick racism out of football. Subsequently, FIFA and UEFA did adopt stricter rules when it comes to punishing racism in and around the football field. This kind of success is great, but the fight is not over yet. In the Parliament we are currently debating the European Commission's proposal on a White Paper on Sports. I will make sure there is ample attention for the recurrent problem of racism and discrimination in sports. Sport is a reflection of society as a whole. If we tolerate or do not punish discrimination in sports, what kind of message does that send to millions of spectators?

One of the reasons for the success of my campaign for the resolution on racism in football was its vis-

ibility. Young football players from the Racing Strasbourg club came to hand out flyers in the European Parliament and the President of the Parliament came to a press conference to voice his support for the resolution. That is something that I wish to repeat in the ongoing struggle against racism.

We will not only focus on the problems in the sports world, we will also highlight its opportunities and strengths. I believe sports offers great possibilities for social inclusion and integration. Many sports clubs like FC Barcelona and Charlton Athletic, to name but a few, are engaged in projects aimed at helping local communities. Sport is a mirror of society. It shows its bad side, but fortunately it also has a very good side that can inspire society at large. This is why I love sports and why I will keep working on strengthening sports and athletes and fighting racism.

For more information on the European Parliament resolution on racism in football, see www.uefa.com/newsfiles/404203.pdf

The way forward

By Paul Elliott, Special Advisor on Racial Equality in Football

Racism has been an issue for football in many European countries since the 1980s. As a professional football player in England, Scotland and Italy, I experienced racial abuse, as did many players who, like me, have worked to eliminate discrimination from the game. The football business in Europe can rightly point to progress it had made in the last 25 years, such as improvements in crowd behaviour, greater numbers of ethnic minority players in the game, the success of campaigning groups in raising awareness and establishing standards. But few would claim that the improvements are uniform across UEFA's 53 member countries. And few would dispute that there is more to do.

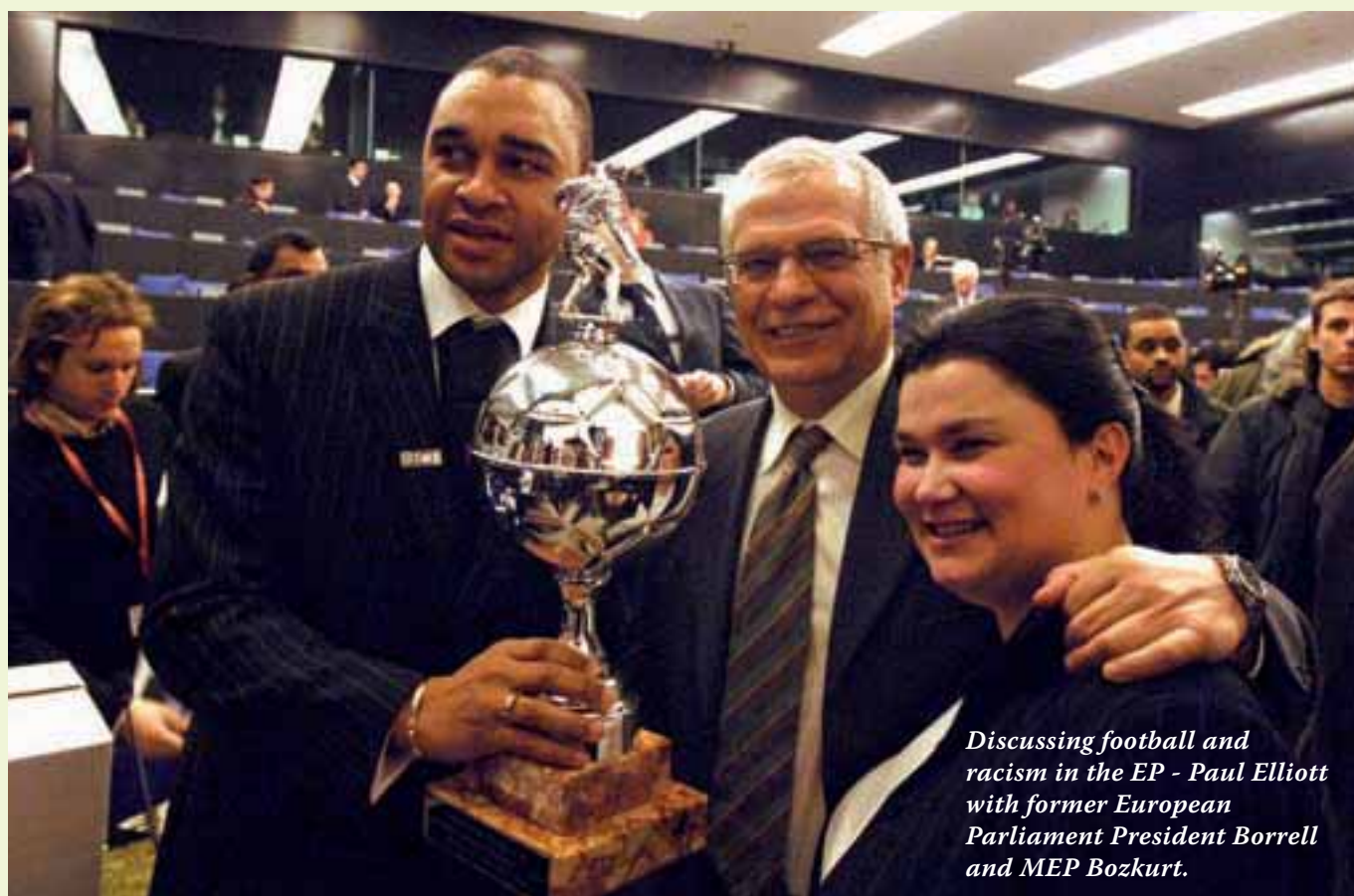
I would like to highlight four challenges for football to meet, to exploit its unique power to inspire tolerance, equality and inclusiveness.

- 1) Greater representation of the game's multi-ethnic groups in the corridors of power at all levels of the game is a recognisable role in decision - making.
- 2) Consistency in application of the laws of the game and the rules of Europe's national associations regarding racial abuse and inequality.
- 3) Absolute clarity about what is, and what is not acceptable behaviour.

- 4) Coherent strategies between the legislators of the game, and national and international legislators.

I hope that at the Euro 2012 we shall be able to celebrate that these challenges have been met.

Paul Elliott's football career brought him to clubs all over Europe, including Italy, England and Scotland, where he played for Glasgow Celtic. Elliott was the first black player ever participating in the Old Firm match (Glasgow Derby). He was awarded the "Most Excellent Order of the British Empire" by Queen Elisabeth II, in 2003, for his commitment in work with British football youth as well as in the fight against racism.



Discussing football and racism in the EP - Paul Elliott with former European Parliament President Borrell and MEP Bozkurt.

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Players ought to take a stand against racism

By Nuno Gomes,
Benfica Lisbon



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Historically, sport proclaims the values of friendship, solidarity, non-discrimination and fair-play. National and international sports institutions have already given a clear sign, by reinforcing sanctions, that prevarication will not be tolerated.

Although it is clear that this phenomenon does not occur solely in sports, we have to acknowledge that the sports arena constitutes a privileged place for its manifestation, as it facilitates its spreading throughout the crowds.

Unfortunately racism still exists in football. The situation is improving, but we all know that mainly black players are still, every once in

a while, victims of less dignifying attitudes inside football stadiums. That has to stop!

Thus, an educational focus involving all citizens gains particular relevance. As far as racism is concerned, we cannot minimize facts or close our eyes, as if nothing was going on.

We, the players, can and should play that role – of fighting and raising awareness against this scourge -, especially among the youth. The problem of racism must be eradicated through preventive and educational actions. Sports, and football, in particular will prove to be stronger than any messages of hate.

"We, the players, can and should play that role – of fighting and raising awareness against this scourge - especially among the youth."

Nuno Gomes plays centre forward at Benfica Lisbon and plays for the national Portuguese team. He is very engaged in the fight against racism and discrimination.



A Black referee in Austria: An Anecdote

By Bella Bello Bitugu, Ex-Referee

Football as a global sport with a huge following could be used for development, North-South dialogue, peaceful coexistence of different communities, interculturality etc.

Unfortunately, the other side of sports, especially in football is the fact that there are groups and individuals who also use this platform to promote discrimination, racism, xenophobia, homophobia, sexism, violence, intolerance etc.

An example of the above circumstances is my situation as the first Black referee in Tyrol after I did my refereeing course and qualified as a referee in the region.

I was on occasions asked why I did not run faster as my colleagues expressed surprise at my performance since in Africa

we race with tigers. Never mind that there are no tigers in Africa. Another colleague then said that I should have absolutely no problem with long distance running since we run 10 Kilometres each way to and from school everyday.

Referees can be criticised but I totally reject being intimidated and attacked simply because I am Black. My bitter experiences included situations where the spectators kept on calling me the "Scheiß N*" or "you N* go home and referee in the bush" or "referees here are Austrian trained and not Bush trained."

Another sad experience which kept on recurring was that a lot of the people on and around the field would prefer speaking to me in bad infinitive German. Then there was this coach who

followed me to the dressing room after a match and asked me if I was bribed by the other team so that my asylum and refugee application will be granted and if that is why I was biased in my decisions.

However, the final blow came when a senior official of the regional referees association, in front of all the referees, described a black player as a sack of coal.

This was when I thought enough is enough and I hung up my whistle and decided to engage in anti-racism and support anti-discrimination campaigns in football and sports.

Dr. Bella Bello Bitugu is a lecturer at the University of Innsbruck in Austria and the director of the fan embassy in Innsbruck during the UEFA EURO 2008™.



One of the most prominent figures in women's football – Silvia Neid, ex-team player and coach of the German women's team.

Women's football making great strides

By Silvia Neid, Ex-Team Player and Coach of the German women's team

I was recently asked again whether football isn't a man's sport. Although this question isn't unfamiliar to me, I haven't been asked it for quite some time. I used to hear it far more frequently, so I take that as a sign that people's understanding of women's football has improved a great deal, and that we enjoy a far higher level of acceptance than we did a number of years ago.

We now rarely encounter any lack of understanding of the fact that women play football. In fact quite the contrary, the women's national team receives extremely positive feedback. Enthusiasm was especially high after we won the World Championship in 2003 and

"We enjoy a far higher level of acceptance than we did a number of years ago."

2007. Our success has won us plenty of fans. And if we look at spectator numbers, it's clear that interest is growing. Of course, support from prominent people is important when it comes to public perception. For example, Chancellor Dr. Angela Merkel has frequently

documented her support for women's football. So, at the Extraordinary DFB Federal Conference held in Leipzig in 2005, where she proposed holding a women's World Championship in Germany after the men's World Championship, she got an extremely important project underway. Since then, we have been selected to organise the 2011 World Championship, which would not have been possible without the commitment and active involvement of personalities such as President Horst Köhler and the Minister for Families Ursula von der Leyen.

In the DFB itself, women's football also enjoys great esteem in the highest echelons. As an example, Franz Beckenbauer is actively involved in the 2011 World Championship. Secretary Wolfgang Niersbach is always receptive. Hannelore Ratzeburg, who has been involved with women's football for over 25 years, is the first woman to have been appointed to serve on the DFB executive committee. Finally we have the DFB President Dr. Theo Zwanziger, who discovered that he has a soft spot for women's football and has become its chief promoter. Women's football is promoted extremely well within the DFB.

There are a number of reasons for the extraordinary commitment of the DFB to women's football. The main reason is that it sees huge future potential in this area, because an increasing number of women are interested in football.

"One day, perhaps one will no longer be asked whether football isn't a man's sport."

An important indication of this is the ever-growing number of women who actively play football. Amongst young women in particular, this growth rate has been very pleasing for a number of years. However, the number of women who are passively involved in football is also steadily rising. Increasing numbers of women attend games or watch televised matches, as was impressively demonstrated by the 2006 World Championship in particular.

I hope that we in the women's national team can do even more to secure this growth. One day, perhaps there will be no further need to ask whether football isn't a man's sport.



The future of football is female

By Theo Zwanziger, President of the German Football Association

Women's football is booming in Germany. The DFB membership statistics are recording the highest growth rates for many years in girls' and women's football. We have by now breached the one million barrier in terms of the number of women and girls registered with German football clubs. This may be impressive as evidence of a fantastic growth rate, but we still have a long way to go.

"In Germany, over twelve million people watched the live transmission of the final of the 2007 World Championship between the German team and Brazil."

We are firmly convinced that there is still vast potential for women's football. In the words of the President of FIFA, Joseph S. Blatter: "The future of football is female." There are plenty of signs to support this theory. Not only are more women interested in actually playing football, women's football is gaining a positive reputation here in Germany. Our German national team is the best

possible advertisement we could have. Our female players have gained huge respect by winning two world championship titles, six European championships and two Olympic bronze medals. What marks them out in particular is the fact that they offer not only successful, but also attractive offensive football, whilst retaining a personable image. We could not wish for better ambassadors for the sport.

The growing level of acceptance is primarily reflected in the spectator statistics. In Germany, over twelve million people watched the live transmission of the final of the 2007 World Championship between the German team and Brazil. What's more, the final in Shanghai wasn't the only match that demonstrated the extremely good viewing figures now achieved by public broadcasters

when they transmit national women's games. As a result, broadcasters are increasing still further the number of women's football matches that they put out. The same applies to newspaper, radio and Internet reporting.

In increasing their output in this way, the media are reflecting the growing interest amongst fans, which is demonstrated by the ever-rising numbers attending matches. When they play at home, the women's national team regularly draw crowds of over 10,000 fans, and sell-out matches are becoming ever more frequent.

One of the main aims of the DFB is to continue to actively promote women's football, to consolidate its structures, to encourage new members and to maintain performance levels. There is a high level of commitment to women's football within the Association, which comes from a real sense of conviction. When we talk about the football family,

“Not only are more women interested in actually playing football, women’s football is gaining a positive reputation here in Germany.”

it naturally includes women. This is true in every respect. They should and can contribute to the life of a club in just the same way as men – as players, trainers, on the board, in every conceivable function. Why should they be subject to any restrictions? We are happy to act as role models. After all, Hannelore Ratzeburg is the first woman ever to sit on the DFB executive committee. Her expertise, acquired over 25 years of specialisation, not only makes a vital contribution to the committee, but also to FIFA and UEFA.

With a view to stimulating club life, we would encourage all clubs to promote women’s and girls’ football. In the girls’ football programme, we have started up

a project which involves approaching clubs and providing them with information decentrally, presenting them on the spot with details of the opportunities and alternatives for integrating women’s and girls’ football into their club. This is just one of many campaigns designed to ensure sustainability. It was against this background that we applied to organise the 2011 World Championship. When we were awarded the contract by FIFA last October, we were given the unique opportunity to direct the spotlight onto women’s football. We then immediately set up the World Championship Organisational Committee, and have since been working flat out to make the best possible use of the time available. We are pinning our hopes on this tourna-

ment, and hope to use it give women’s and girls’ football a huge boost.

The results of a 2003 study demonstrate just how far we still have to go. At that time, only 0.7 percent of girls over 14 regularly played football. This figure conflicts with the result of a different survey, according to which six out of ten girls would like to play football: a clear indication of the growing level of enthusiasm, and a clear goal for everyone involved in football.

All in all, the status quo is very pleasing, since when we look at how things are now, we need to recall that women’s football in Germany has a relatively short history. It has only been officially promoted by the DFB since 1970. The history of the German women’s national team is even shorter, since it contested its first national game only 25 years ago. Bearing this in mind, we can rightfully claim to have already made some real achievements.



EQUALITY – The English Football Association tops the league of anti-discrimination

The English Football Association (The FA) are proving to be top of the table when it comes to equality by leading the way on combating racism while providing a “Get into Football” ethos which creates opportunities for all members of society.

The England national team may take the headlines but The FA’s roots branch out to all areas of football with initiatives based around Disability, Asians in Football and Recruiting Black Coaches plus Homophobia.

April 2008 also saw The FA team up with the Metropolitan Police Force and begin a new campaign with a view to kicking anti-Semitic and Islamophobia

the late Seventies and Eighties: “We had bananas thrown onto the pitch and it was something that myself, Cyrille Regis and Laurie Cunningham had to put up with for a long time”, remembers Batson.

The FA Consultant believes that the top flight game can set the standard for others to follow when it comes to race and religious abuse: “Every club should set its own example from the top, with zero tolerance. The national federations need to get involved and meet every issue head on.

“You’ll find that the players will embrace it and there is a lot that can be done, but it needs to keep running and

The start of the 2007/08 season saw a change in football ground regulations with homophobic abuse now deemed punishable and The FA are now looking to support this breakthrough further by providing Liaison Officers who can advise and educate Premier and Football League clubs on homophobia in the game.

The Gay Football Supporters Network have already offered volunteers to the project and FA Equality Manager, Lucy Faulkner, is hopeful that the initiative will soon get off the ground: “Tackling racism has always been a critical part of our work but we also recognise that football has a duty to challenge all discrimination within the game. One of our key messages is football for all and our aim is to confront aggressive issues such as homophobia and making the game family friendly.”

The move to take a stand on homophobia in football has come from the fans themselves - An annual meeting of the Football Supporters Federation (FSF) two years ago saw the organisation support a motion from Brighton & Hove Albion fans who were fed up with the homophobic abuse directed at them both home and away.

The FSF’s Steve Powell explained that if football is truly the people’s game then it needs to embrace all walks of life: “Football has to be open to everyone irrespective of sexuality, race, colour

“Every club should set its own example from the top, with zero tolerance. The national federations need to get involved and meet every issue head on.”

attitudes out of the game. The seminar featured delegates from the Board of Deputies of British Jews and the National Association of Muslim Police plus QPR footballer, Zesh Rehman, advising The FA on a co-ordinated plan of action.

Brendon Batson, who was the first black footballer to play for Arsenal, advises The FA on equality issues having famously fought racism as a West Bromwich Albion player throughout

it needs to be kept fresh.” Batson has also been pushing The FA’s Asians in Football initiative having linked Asian youth football clubs from the Midlands with local Championship outfits such as Wolves, Leicester City and WBA: “It’s a pilot project at the moment but it’s giving Asian clubs a taste of a professional club’s academy while giving the Football League sides a chance to see some local talent from the Asian community.”



Thierry Henry and Rio Ferdinand speak out against racism



and religion and the time has definitely come to stop homophobic abuse and chanting in the game."

The FA are also advising the Gay Football Supporters Network on this summer's Gay and Lesbian World Cup which will take place in Regent Park with the final scheduled for Leyton Orient's Matchroom Stadium.

The last five years has seen Disability Football grow at a huge rate with participation increasing by 200%.

With The FA helping to support national teams for partially sighted, amputee and cerebral palsy players, National Disability Development Manager, Jeff Davis, is confident that the disability game has a concrete platform to build from.

"The FA has done a great job with Disability Football and we're in a much

better position now than we were in 2000.

Hopefully, by the 2009/10 season, we'll have 34 County Leagues in operation which will give all disabled players a chance to play football locally."

Jeff outlined The FA's ultimate plan for Disabled Football in England:

"What we'd really like to do is replicate the mainstream game and give disabled players the same chance to play at a level that's right for them week in week out.

Disabled people often think that they can't play the game because of their disability but that couldn't be further from the truth. There's an opportunity for everyone to play and, if you're good enough to make it through to the England squads, then there's a chance to see the world as well."

"Tackling racism has always been a critical part of our work but we also recognise that football has a duty to challenge all discrimination within the game. One of our key messages is football for all and our aim is to confront aggressive issues such as homophobia and making the game family friendly."

For more information, see www.thefa.com



Football is everything, even gay!

By Tanja Walther, European Gay & Lesbian Sport Federation

The “beautiful game” has now become a global phenomenon and is sold successfully as an “event”. Football is an economic force and has great media importance. The ball game is increasingly a family event and attracts a wealthy audience to matches. It fascinates people of any age, any origin, but what about any sexual orientation?

The world of football is stubbornly male, even in the 21st century. This goes hand-in-hand with sexism and homophobia. Women who enjoy competing are lesbians. Men who miss a goal are gay.

“Only in sport, which is all-uniting, which brings people together across boundaries and which never discriminates, are homosexuals invisible and unwanted.”

Many lesbians and gays take part in sport or are fans. Because of their

sexual orientation they are sometimes excluded and discriminated against or, to prevent this, are forced to conceal an important part of their identity. This means in turn that homosexuals cannot always take part in or enjoy sport as they would like.

It is true that there have been positive developments for lesbians and gays in society as a whole and a growing number of prominent figures are coming out in politics, industry, culture and the arts. Only in sport, which is all-uniting, which brings people together across boundaries and which never

discriminates, are homosexuals invisible and unwanted. Sport in general and

football in particular are clearly among the most conservative areas in our society. Officially, there are no gay football players in the world and lesbian women do not dare admit to their sexual orientation.

Racism is a frequently taken up as an issue in football. It is forgotten that discrimination on grounds of sexual orientation, homophobia and sexism are also recurrent problems in football. Football is not a reflection of society, but as a mass phenomenon a place where cultural notions which influence society are shaped and is therefore part of society. For this reason, football can be an important instrument for reaching people with diverse backgrounds, experiences and identities. 59% of European citizens believe that sport offers a way of countering all forms of discrimination (European Commission Sport Barometer, 2003).

There are many expensive large-scale campaigns run by sports clubs and associations to promote fair play and to combat xenophobia, racism and violence, which are important and right. There are no campaigns against homophobia and for tolerance of same-sex lifestyles. Therefore it is extremely important to include these themes in anti-discrimination work.

"There is a wide range of opportunities to be pro-active and to help make homosexuality visible."

Anti-discrimination work begins with the realisation that homosexuality exists and that it exists in football. There is a wide range of opportunities to be pro-active and to help make homosexuality visible. Special anti-discrimination provisions should be incorporated into stadium regulations or club statutes, laying down that no one may be discriminated against on account of his/her sexual orientation or his/her gender.

As part of active publicity work, such as cooperation with gay/lesbian associations, and through ongoing day-to-day education on homosexuality a contribution can be made to reducing existing stereotypes and prejudices and influencing the atmosphere in football positively. Sports organisations must recognise, assume their social responsibility and do so publicly.

In order to advance the integration and emancipation of lesbians and gays in sport, the European Gay & Lesbian Sport Federation (EGLSF) was founded in 1989. This European umbrella organisation concentrates the efforts of gay-lesbian sports clubs in their commitment to fight discrimination based on sexual orientation in sport and provides a platform for exchanging information among European sports groups. The

EGLSF now has more than 100 member groups from 15 European countries. Through all its member organisations the EGLSF represents around 40 000 gay and lesbian athletes in Europe. Since 2001 the EGLSF has had advisory status at the Council of Europe. Ever since their inception in 1992, the EuroGames, with 3 000-5 000 participants, have been one of the federation's

most important instruments. This sporting event offers tournaments in various disciplines. All European athletes are welcome to participate regardless of their sexual orientation, their sporting ability, their origin etc. The 2008 EuroGames will take place in Barcelona from 24-27 July. Under the theme "come south" thousands of sportspeople from all over Europe will meet to compete in 28 disciplines and to share in four days full of international meetings. All in the Olympic spirit of "it's the taking part that counts".

Both with the EuroGames and with the new campaign "Football is everything..." the EGLSF is working to create a new atmosphere in sport in which the decision for diverse lifestyles is left entirely up to the individual, who will not be abandoned to face possible unpleasant consequences. In order to reach that point in football, everybody involved first needs to recognise that lesbian and gay players and fans exist and that not all players in a team have to be heterosexual. Even if there are no homosexu-

als in the team, there may still be some among those who provide medical care for the team, who report on the game, or who maintain the football ground.

The EGLSF campaign "Football is everything..." is moving through Europe with evenings promoting an anti-homophobia message in football and is asking professional clubs and regional associations to sign and actively implement a declaration against discrimination.

As a sport of the masses in Europe, football must be open to everyone. Sport is a key factor in social integration. The European Union has committed itself to fighting homophobia. This commitment also applies to sport and football. As umbrella organisations in football, national and international associations must ensure that their members address issues like sexual orientation and homophobia. Campaigns initiated and supported by national and international associations may serve as models, helping to overcome invisibility and silence.

Tanja Walther is a sports scientist, a former player for 1.FFC Turbine Potsdam and is involved in the women's/lesbian sports association "Seitenwechsel" and in the European Gay & Lesbian Sport Federation (EGLSF) supporting the interests of lesbians and gays in sport.

*For more information, see
www.eglsf.info
www.gaysport.info
www.eurogames.info*

"Everybody needs to recognise that lesbian and gay players and fans exist."

From Braga

By Peter Moore, Member of the Committee of the Regions



to Basle



"Local and regional authorities play a crucial role in using sport and particularly football as a tool to combat racism and other forms of discrimination. Often, as in Braga, the football stadium is owned by a local authority. They license the grounds, oversee the policing and can take a proactive role in combatting racism inside and outside the stadium."

Peter Moore speaking at the anti-racism conference in Braga in May 2004.

"Some national Football Associations seem to be in a state of self-denial trying to pretend that racism isn't a problem in their country."

Football. The beautiful game. The world's most popular team sport both to play and to watch. Love it or hate it you can't ignore it. As the legendary manager of Liverpool Football Club, Bill Shankly, said in an answer to a question from a journalist "Is Football a matter of life or death for some people. No, it's more important than that."

In 2003, I was asked to attend a meeting in Athens on behalf of the Committee of the Regions (COR), the body that represents local and regional authorities across the EU. The meeting

was raising its ugly head during the two events.

The Olympics Committee were very polite but made it clear that the Olympic Games are planned so far ahead that they needed far more than a year to include any events to promote anti-racism. UEFA were already working with FARE (Football Against Racism in Europe) and their plans were already well advanced. Despite this I was keen to promote the idea of the local authorities in Portugal getting involved ahead of the competi-

"A declaration which outlines activities and support to overcome discrimination and promote diversity – the Braga Declaration."

ahead of the two big sporting events to be held in Europe in 2004. These were the Athens Olympic Games and the UEFA Championship finals due to be held in Portugal. The idea was to help formulate plans to prevent racism

tion. I proposed a conference on fighting racism and xenophobia through sport to be hosted by the Committee of the Regions in Braga in Northern Portugal, one of the host cities for the event.

My reasons for wanting this were because of the crucial role that local and regional authorities have to play in using sport and particularly football as a tool to combat racism and other forms of discrimination. Often, as in Braga, the football stadium is owned by a local authority. They license the grounds, oversee the policing and can take a proactive role in combating racism inside and outside the stadium. They also have a vital role to play in encouraging anti discrimination at grass roots level and in schools and local sports clubs.

The conference went ahead in May 2004 in Braga and was supported by both the Committee of the Regions, UEFA, FARE and the then EU's Monitoring Centre against Racism and Xenophobia (EUMC) which is now its Fundamental Rights Agency (FRA). I was keen to see some sort of outcome from the conference and helped to draft a declaration which outlines activities and support to overcome discrimination and promote diver-



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sity. It became known as the Braga Declaration and was supported by the COR, UEFA, EUMC, FARE and the European Commission. The declaration called on local and regional authorities to:

- Celebrate cultural and ethnic diversity in and through sport
- Challenge and remove racial discrimination in sport and to use sport to promote tolerance and understanding within the context of wider social inclusion
- Encourage people from all communities to become involved in sport
- Welcome participants and spectators from all communities, and to protect them from racial abuse and harassment
- Encourage individuals from all communities to become involved at all level of sports administration, management and coaching
- Learn from the experiences of other authorities across Europe and to promote good practice locally
- Work with civil society, partner associations and sporting organisations to achieve mutual objectives in this area

The UEFA 2004 championships went ahead and were judged a great success despite the host country Portugal losing out to Greece in the finals. Most pleasing though for me was the frequent sight of the banners with their anti racist messages being beamed out to millions of TV viewers. I was also personally pleased that a local anti racism NGO from my own city of Sheffield, Football Unites Racism Divides, FURD, took their Street Kick inflatable football pitch across to Portugal throughout the competition bringing supporters from all the competing countries teams together.

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Football Unites Racism Divides (FURD), a local anti-racism NGO from Sheffield, took their Street Kick inflatable football pitch across to Portugal throughout the competition bringing together supporters from all the competing countries teams.

Following the 2004 Championship racist chanting and racist behaviour sadly still occurred in league games as well as internationals across parts of Europe. FARE and UEFA are working together to combat it but some national Football Associations seem to be in a state of self-denial trying to pretend that it isn't a problem in their country. But it is and when I attended a conference in Barcelona a couple of years ago and heard top people from the Spanish FA trying to dismiss the racist behaviour that takes place in Spain on a far too frequent basis I realised there is still a long way to go.

Last year was the European Year of Equal Opportunities For All and as a contribution I produced a paper titled Equal Opportunities and Sport. I was keen to take the case for sport as a tool to combat discrimination further than just the area of racism, important though it is. My opening statement was a quote from Nelson Mandela "Sport has the power to unite people in a way little else can. Sport can create hope where there was once despair. It breaks down racial barriers. It laughs in the

face of discrimination. Sport speaks to people in a language they can understand."

As with so much that Nelson Mandela says that is so incisive. Sport, and particularly football, can be a major force for promoting anti discrimination. The current focus, and the focus on UEFA's championships in Austria and Switzerland will be to ensure no racism takes place in the grounds or on the pitch. I want to see this taken further. I want to see the Championships used as a catalyst for action to combat all forms of discrimination. Not just in football but in the wider society. I hope that the local and regional authorities in the host countries remember the Braga declaration and use it as a platform to promote anti-racism and anti-discrimination at the local and regional level.

Peter Moore has been a member of the Committee of the Regions since 1998 and an elected councillor in the City of Sheffield since 1990. From 1999 to 2002, he was mayor of the City of Sheffield.



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"In particular football, can have a positive role in delivering a wide range of social policy outcomes, including those relating to education, health, anti-social behaviour, and employment."

Uniting Communities with CARE

By Michael Seeraj, CARE Partnership

The Joint Chairs of Charlton Athletic FC's award-winning equality partnership with Greenwich Council, Harcourt Alleyne and Martin Simons, look at the vital role sport can play in promoting positive relationships between different communities.

As the new millennium gathers pace the issues of equality, diversity and community cohesion have acquired a new importance and currently occupy a prominent position on the political and policy agendas of many countries across Europe. Indeed, it has been argued that the major challenges facing "cities

social policy initiatives. Projects and programmes are actively encouraged to promote a culture of joint working and partnership between service providers, the local community, and other key stakeholders. There is a keen focus on the development of effective strategies designed to increase community par-

can also fuel tensions between different groups, and further increase divisions.

The development of social networks and community relationships that help to build connections between different groups and encourage social contact, particularly those that cut across ethnic identities, can help to build and sustain a sense of community, and an attachment to a particular place or neighbourhood.

The universal appeal of sport and global popularity of football influences many aspects of our everyday life. It is widely recognised that sport is a powerful social force, and that the promotion of sports based activities, in particular football, can have a positive role in delivering a wide range of social policy outcomes, including those relating to education, health, anti-social behaviour, and employment. Furthermore, projects designed to promote participation in sport and football can play a leading role in bringing communities together by facilitating inter-action between groups from different backgrounds.

"Projects designed to promote participation in sport and football can play a leading role in bringing communities together by facilitating inter-action between groups from different backgrounds."

of the 21st century" will be "inherently characterised by diversity."

In Britain today, there is an increasing recognition of the rich and complex nature of the diversity of cultures and experiences that are reflected in everyday customs, traditions and religious practices. There is now a great emphasis on promoting social inclusion, building community cohesion, and engaging with the community embodied within the requirements of all new

ticipation and extend local involvement in social regeneration programmes.

Discrimination, however, can exclude and disadvantage groups and individuals according to their gender, disability, ethnicity, and age, making it difficult to promote integration and to develop positive relationships between different groups. Furthermore, the complex inter-play between inequality, economic marginalisation and social exclusion

"Charlton Athletic Football Club has a remarkable history of delivering a wide range of community programmes designed to promote social inclusion and build community cohesion."



Charlton Athletic Football Club has a remarkable history of delivering a wide range of community programmes designed to promote social inclusion and build community cohesion. Alongside its internationally renowned Community Trust, and through its award-winning partnership with Greenwich Council, the Charlton Athletic Race Equality (CARE) Partnership forms an integral part of "one of the most extensive community schemes . . . seen anywhere in Europe."

The CARE Partnership was set up in the mid 1990s, with an initial focus on developing projects to promote anti-racism. Over the years CARE's work has expanded considerably, and now embraces a much wider equality and diversity agenda, with a particular focus on building positive community relations by tackling inequality and discrimination.

CARE is a unique partnership, led by Greenwich Council and Charlton Athletic Football Club. As a key local authority, Greenwich Council is a host borough for the 2012 Olympics, which will also act as a major catalyst for the development of sport and physical activity programmes, healthy promotion schemes, new facilities and new partnerships. CARE has an impressive track record of delivering a diverse and comprehensive range of community based activities, using multi-sports and

inter-active arts based programmes to promote cohesion, interaction and inclusion. Projects are primarily designed to positively engage with the local community, and the high profile nature of Charlton Athletic FC is invaluable in helping to attract and motivate participants in the projects. CARE drives forward an exciting and innovative range of initiatives, including the popular CARE Unity Cup, an inter-faith, cross-cultural 6-a-side football tournament that aims to bring together young people from different communities in order to build bridges between different groups.

The CARE Unity Cup model is distinctive, in that it is based on a non-traditional method of selecting teams, where the players are recruited in advance and then divided into mixed teams. This provides the opportunity for the young people to inter-act with members from other communities, and has a real impact in helping to develop and foster positive community relationships. Significantly, the Cup also provides a fun, enjoyable and healthy way for people, regardless of their background, to 'come together as one'.

"Projects are primarily designed to positively engage with the local community, and the high profile nature of Charlton Athletic FC is invaluable in helping to attract and motivate participants in the projects."

CARE's work plays a crucial role in helping to tackle social exclusion, encourage healthier lifestyles, and build positive relationships between people from different backgrounds, and is "a fantastic example of an extremely positive initiative ... key to developing community cohesion and understanding between people from different backgrounds." CARE uses a diverse range of innovative, interactive sports and arts initiatives to create informal platforms for interaction and communication between individuals and groups who might not otherwise have normally associated - contributing to the building of positive relationships and a sense of community. An independent Commission on Integration Cohesion (CIC), based within the Department for Communities and Local Government, whose landmark report looked at how to build strong communities in England, recently acknowledged CARE's pioneering work as an example of Best Practice.

For more information with regard to Charlton Athletic's activities against racism, see: www.cafe.co.uk/anti_racism.ink In order to contact CARE, please write to: care.partnership@greenwich.gov.uk

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The tone for this special edition of FRA's magazine Equal Voices is aptly set by Morten Kjærum, the Agency's new director, who pitches football versus intolerance as a game that we cannot afford to lose. The game is on. As EURO 2008™ kicks off, FRA joins the team of UEFA, FARE and many others to kick racism out of this wonderful game and use the integrative force of football to overcome intolerance and discrimination in our societies.



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This special EURO 2008™ edition of Equal Voices centres on what football can do to help us win the fight against racism and other forms of discrimination. This is seen from the perspective of professional players, UEFA, national football associations, politicians and legislators, sponsors and referees, and football's fans and friends. The articles are personal, forthright and uncensored. This special edition goes beyond issues of racism and also touches on homophobia, disability and gender discrimination. In this context the English FA's equality work is stressed whilst the emerging role and success of women's football and the commendable role of the German football association is highlighted.

All in all, this special edition hopefully is a useful addition to all that will be written about football during EURO 2008™, and the relevance of these articles will go well beyond the field of play and remain relevant for sometime to come.

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