

Football for Equality

Challenging racism and homophobia across Europe

Vienna Networking Conference



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Conference Report

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Introduction

Football is based on the ethos of the “level playing field” to guarantee equality of competition. What matters is the ability to play and not nationality, origin, gender, religion or sexual orientation. This basic principle of equality becomes increasingly visible in the line-up of many professional football clubs and within European national teams, too. Today, 20% of all players in the UEFA Champions League are ethnic minorities.

Within their countries these players are often seen and act as powerful role-models, helping to develop an atmosphere of non-discrimination, respect for diversity and multiculturalism. But unfortunately racism and xenophobia still occur on a weekly basis in national and European football competitions. Racist abuse and slanders of players by other players, by football supporters inside and outside stadia, as well as the presence of far-right organisations trying to infiltrate fan scenes, are still part of football. In several new EU member states racist abuses of black or Roma players, as well as anti-Semitic acts are still at a critical level. In addition, homophobic chants and symbols are an integral part of football in several countries.

Alongside these open forms of discrimination, there are more subtle types of racism, usually termed institutionalized or structural racism. Examples include the systematic under-representation of migrants and minorities in football administration, management, coaching, as fans in stadia and – in some countries – as players in professional leagues. These forms of racism and homophobia are hardly regarded as a problem to be tackled.

Challenging Stereotypes in Football

Open as well as hidden expressions of racism and homophobia are usually underpinned, sustained and nurtured by long standing prejudices, stereotypes and discourses.

Stereotypes about black players originating from colonialism include “they can’t play in the cold”, “they have attitude problems and are lazy”. Similar racial stereotyping does exist all over Europe: Turkish migrant players are said to be inclined towards aggression, in Eastern Europe Roma to prefer to play separated from mainstream society. Research (Baines and Patel, 1996) carried out in the 1990s in the UK found that over 90% of professional football club managers believe the myth that ‘Asians can’t play football’.

These common stereotypes, conscious or not conscious, pose a barrier for making full use of the expertise and knowledge of minority players as coaches or managers. They lead to discrimination and prevent people from playing an active and equal role in society. To combat racism and homophobia effectively one has to raise awareness and challenge these stereotypes.

Homophobia: Football’s Last Taboo?

Discrimination based on sexual orientation poses a big problem in sport and in football in particular. Performing professional sport and being a successful athlete while being gay are usually seen as a contradiction. This kind of casual homophobia has traditionally permeated professional football throughout the administrative, coaching and playing levels of the game. Homophobia in football is carried by invisibility. On one hand there is not a single male player in the European professional leagues who is openly gay; on the other hand it is a common prejudice that female players are stigmatized as ‘all lesbians’. Europe- wide ‘gay’ has become a synonym for everything many fans, players, coaches and officials dislike. One reason why players have not come out until now is because the structures of football are seen as not granting equal rights. The dominant norm is still centered around notions of (white) masculinity like toughness, comradeship, solidarity based on gender and working class virtues. Football will need to recognise lesbian and gay athletes and players and welcome them as part of the sport.

Project Outline “Football for Equality”

The conference “Football for Equality” (Vienna, 12-14 December 2009) is part of a new European project carried out by various FARE partner organisations such as the European Gay and Lesbian Sports Federation (EGLSF). The “Football for Equality” project started in November 2009 and will last for 18 months. The main funding for the project comes from the “Fundamental Rights and Citizenship” programme of the European Commission, Directorate-General Justice, Freedom and Security.

The Football for Equality-project aims at

- using the popularity and universality of football as a unique entry point to raise awareness on racism and related forms of discrimination (xenophobia, islamophobia, anti-Roma racism and anti-Semitism) and on homophobia.
- to address and link areas of combating racism, xenophobia and anti-Semitism on the one hand and the fight against homophobia on the other hand.
- to promote and improve intercultural understanding in particular among young people in the European Union.

Project Activities

1. Networking Conference “Football for Equality: Challenging racism and homophobia across Europe”

(Vienna, 12-14 December 2009)
Responsible project partner: FairPlay-VIDC

2. Sensitisation Workshops (4 events in France, Italy, Slovakia and Austria)

The interactive workshops target football stakeholders (administrators, coaches, referees, players) so that they understand how stereotypes sustain racism and homophobia and how to challenge stereotypes.
Responsible project partners: LICRA, UISP, Ludia Proti Rasizmu and FairPlay-VIDC

3. Tool-kit for young People

Develop educational tools and materials across Europe such as short video films, brochures, hand-outs for teachers, reports, comics, interactive web-sites and make them available online.
Responsible project partner: FURD

5. Fan Conference Against Homophobia (21 – 23 May 2010 in Berlin)

Follow-up to the conference “Football Against Homophobia” which was organised by FARE partner EGLSF and the FC Barcelona Penya Blaugrana de Gais i Lesbianes in February 2009 in Barcelona.
Responsible project partner: EGLSF

6. Mondiali Antirazzisti in Casalecchio (July 2010)

Focus the involvement of gay and lesbian football teams as well as debates and films about homophobia.
Responsible project partner: Progetto Ulrà

7. FARE Action Week against Racism and Discrimination in European Football (14 – 26 October 2010)

Particular support for initiatives fighting homophobic stereotypes in football.
Responsible project partner: FairPlay-VIDC

8. Closing Expert Seminar in Bratislava (8 – 10 April 2011)

Responsible project partner: Ludia Proti Rasizmu

Innovative Character of the Project

Football has already proved to be an innovative learning field in tackling and overcoming racist and homophobic stereotypes. It also has the potential to influence attitudes of young EU citizens towards fundamental rights. Despite the notion that sport can help to create mutual understanding and multicultural dialogue among different ethnic groups and minorities, very few initiatives attempt to systematically harness the integrative potential of sport, and football in particular, on a European level.

The project applies a multi-agency approach and attempts to bring communities together which in the public and media discourses are regarded as opposing each other, such as gay and lesbian rights activists and Muslim groups. The actions are designed to empower and support networks of gay and lesbian football fans. Furthermore the transnational, network approach of the FARE Action Week allows for cost-effective local initiatives and ownership while linking these decentralised grass-roots activities at a European level following the motto of ‘unity in diversity’. Finally, through the tool of football, the project reaches out to those young people who are normally disinterested in the Fundamental Rights and Citizenship agenda.

European Dimension

In the ‘White Paper on Sport’ (2007), the European Commission states that “Sport involves all citizens regardless of gender, race, age, disability, religion and belief, sexual orientation and social or economic background. The Commission has repeatedly condemned all manifestations of racism and xenophobia, which are incompatible with the values of the EU.” Acts of racism, xenophobia, anti-Semitism and homophobia constitute severe violations of fundamental European values as outlined in the Charter of Fundamental Rights of the EU (Article 21 Non-Discrimination).

The “Football for Equality” project highlights the fact that equality is an essential and inalienable aspect of Citizenship. As citizens of the European Union we share the same fundamental rights and responsibilities. The respect of fundamental rights, the protection of human rights and fundamental freedoms are the very foundations of a unified Europe which has evolved over the last 52 years.

Expected Outcomes of the Project

- Greater understanding and awareness of discriminatory practices, discourses and stereotypes in football in particular the continued discrimination of gay and lesbians (homophobia) and the exclusion of migrants and ethnic minorities.
- Stronger usage of football as a medium for promoting fundamental rights and intercultural dialogue.
- Exchange of good practise, information and educational materials (cross-country wise and transnational).



- Enhanced networking and increased expertise among grass-root organisations to address and campaign against racism and homophobia on a local level for the full inclusion of migrant groups and the LGBT community.
- Furthermore, the project works towards the mobilisation and future involvement of migrant communities, fan groups and gay and lesbian initiatives in actively combating homophobia and racism inside and outside stadia, in particular in the FARE Action Week. This will contribute to long-term sustainability and ownership by targeted groups.
- The involvement of the major governing bodies of football including UEFA, players' unions, national FAs and professional clubs, as well as networks such as FARE and FSE (Football Supporters Europe) all contributing to mainstreaming the approach of using football as a tool to promote the fundamental rights & citizenship issue.

European Networking Conference "Football for Equality"

As a kick-off for the project a pan-European conference gathered a broad range of football stakeholders, anti-racism activists, fans and organisations representing discriminated groups and communities, drawn mainly from groups who previously participated in actions of the FARE network. The event offered the opportunity to analyze and discuss the issues of racism and related forms of intolerance and the long time neglected problem of homophobia in football.

The conference used plenary sessions and interactive workshops to address the following themes:

- Identifying and challenging racist stereotypes and homophobic attitudes in football
- Fighting intolerance on cross-community
- Creating an inclusive European NGO network fighting discrimination and promoting intercultural understanding in football
- Fostering active citizenship through sport: Capacity building and promotion of fundamental rights



Conference Schedule

Networking Conference: Football for Equality. Challenging Racism and Homophobia across Europe.

12 – 14 December 2009, Vienna, Austria

Conference venue: Franz-Horr-Stadion, home stadium of FK Austria Wien

Reception venue: Gerhard-Hanappi-Stadion, home stadium of SK Rapid Wien

Conference day 1: Saturday, 12 December

- 12:00 Check in at the conference hotel (Aires Tower, Vienna, Oberlaa)
- 14:00 Conference registration at the hotel
- 18:00 – 20:00 Austrian Bundesliga match SK Rapid vs. SV Ried
- 21:00 Get together at Pointers Vienna

Conference day 2: Sunday, 13 December

- 10:00 – 10:30 **Welcome**
Welcome by Walter Posch, VIDC, director
Introduction of the conference agenda by conference chair: Kurt Wachter, FairPlay-VIDC

Opening Addresses

Ulrike Lunacek, Member of the European Parliament, Austria, co-president of the European Parliament's Intergroup on LGBT Rights: "Sports with fun, but without fear"

Patrick Gasser, UEFA, Senior manager Football and Social Responsibility (FSR): "UEFA's Respect campaign, scope and context"

- 10:30 – 12:00 **Plenary Session 1: Is there a united movement against discrimination? Different approaches towards fighting racism and homophobia in and through football.**

Chair: Kurt Wachter, FairPlay-VIDC, Austria

Podium: Daniela Conti, Unione Italiana Sport Per tutti (UISP), Italy

Louise Englefield, Pride Sports/EGLSF, UK

Alexander Pollak, Fundamental Rights Agency (FRA)

Georg Spitaler, University of Vienna, Austria

Carine Bloch, Ligue Internationale Contre le Racisme et l'Antisémitisme (LICRA), France

- 12:00 – 12:15 Short presentation on the working groups

- 13:45 – 15:15 Working groups A-E

Working group A: Ahead of UEFA EURO 2012™: Taking the next step in challenging discrimination and the far-right in Eastern Europe football

Chair: David Zimmermann, Football Supporters Europe, Switzerland

Speakers: Rafal Pankowski, Never Again Association, Poland

Mridula Ghosh, Eastern European Development Institute, Ukraine

Alexander Rakowitz, Balkan Alpe Adria Project, Serbia/Austria

Rapporteur: Jacek Purski, Never Again Association, Poland

Working group B: The first African World Cup 2010: Issues and opportunities for anti-racism education and awareness-raising

Chair: Howard Holmes, Football Unites Racism Divides (FURD), UK

Speakers: Bella Bello Bitugu, FARE/FairPlay-VIDC, Ghana/Austria

Raffaella Chiodo, UISP, Italy

Rapporteur: Robin Wilson, University of Belfast, Ireland

Working group C: Fans against Discrimination: The role of fans in building a football environment free of homophobia, sexism and racism?

Chair: Daniela Wurbs, Football Supporters Europe

Speakers: Nicole Selmer, F_in Frauen im Fußball/Bündnis aktiver Fußball-Fans (BAFF), Germany

Michal Riečanský, Ľudia Proti Rasizmu, Slovakia

Rapporteur: Elisabeth Kotvojs, FairPlay-VIDC, Austria

Working group D: Good practices: Involving ethnic minorities in and through football with a focus on Gender issues

Chair: Colin King, Martin Shaw King Trust, UK

Speakers: Yvette Jarvis, Black European Women Council, Greece

Frank Buckley, Sport against Racism Ireland (SARI)

Rapporteur: Jean Marc Allingue, Likkukaarii – Finland



Working group E: Is homophobia footballs' last taboo? Dismantling prejudices and stereotypes and working towards equal opportunities in sport institutions

Chair: Johan van de Ven, European Gay & Lesbian Sport Federation (EGLSF), Netherlands

Speakers: Louise Englefield, Pride Sports, UK
 Dirk Brüllau, Queer Football Fanclubs (QFF), Germany
 Pascal Brethes, Paris Foot Gay, France

Rapporteur: Lindsay England, Gay Football Supporters Network, UK

15:45 – 16:30 **Plenary Session 2: Reports from the workshops and discussion**

Chair: Michael Fanizadeh, VIDC, Austria
 Podium: Jacek Purski, Never Again Association, Poland
 Robin Wilson, University of Belfast, Ireland
 Jean Marc Allingue, Liikkukaary, Finland
 Elisabeth Kotvojs, FairPlay-VIDC, Austria
 Lindsay England, Gay Football Supporters Network, UK

16:30-17:00 **“Anti-Racist Football Fair”**: Display of materials and videos, visit of information stalls

FARE reception: Celebrating 10 years of Football Against Racism in Europe

18:30 Bus-transfer to the Hanappi stadium
 19:30 – 20:30 Opening of FARE reception and presentations
 Question & Answer session with football stakeholders and (ex)-players including Steffen Hofmann, Branko Bošković, Samuel Koejoe, Oliver Prudlo and Paul Elliott.
 20:30 – 21:30 Buffet dinner
 21:30 Celebrating FAREs 10th anniversary / DJ Line

Conference day 3: Monday, 14 December

10:00 – 11:00 **Presentation of the new FARE structures** by Robin Wilson, University of Belfast, Ireland
 11:15 – 13:00 **Plenary Session 3: The way ahead for the FARE network. What do migrant communities, fans, players, activists and partners expect from FARE in the future?**
 Chair: Johan van de Ven, EGLSF, the Netherlands
 Podium: Rafal Pankowski, Never Again Association, Poland
 Howard Holmes, FURD, UK
 Daniela Conti, UISP, Italy
 Bella Bello Bitugu, FairPlay-VIDC, Austria
 13:00 **Closing and future perspectives**

Conference Report

Conference day 1

Saturday, 12 December 2009

After check-in and conference registration at the conference hotel most of the participants went to Gerhard-Hanappi-Stadion, home ground of Austria's 32 time national champion SK Rapid Wien to watch an Austrian Bundesliga match. On a cold Saturday, SK Rapid Wien beat SV Ried 2:1.

Later, a get together at Pointers Vienna provided the first opportunity for informal networking.

Conference Day 2

Sunday, 13 December 2009

Welcome and opening addresses

Kurt Wachter of FairPlay-VIDC and conference chair introduced the participants to the conference agenda. Wachter said: “Good morning everybody, we start with a little delay. I want to welcome you here in Vienna. After Sheffield, Gelsenkirchen, Bratislava and Paris we came back to Vienna to hold a networking conference, 10 years after we founded FARE in this very city. [...] This gathering brings together almost 100 campaigners and activists, representing more than 30 different organisations and coming from 28 European countries. Unfortunately not all of the people we invited were able to come. Maybe some of you already heard the case of Stanko Daniel, a young Roma from Slovakia. He gave a human right training in eastern Slovakia and he was beaten up by some Neo-Nazis. Physically he is okay now. But this also demonstrates why we are her today. And also some of the delegates from Non-EU countries didn't get visa. [...]”

We will have a quite dense program. FARE is on the move and you will be on the move, also. Austria Vienna is our host today. Austria Vienna is a powerhouse in Austrian football. They apologize for not welcoming you personally. They have a match today against Sturm Graz.”

In his welcome address **former MEP Walter Posch, VIDC director**, said: “I'd like to welcome you on behalf of VIDC to the conference “Football for Equality – Challenging racism and homophobia across Europe” which is sponsored by the UEFA, European Commission and the City of Vienna. So I'd like to thank those mentioned. [...] For the past 12 years the VIDC has been setting measures in the area of tackling racism in football. Since 1999 FairPlay-VIDC has been coordinating the Europe-wide network FARE. [...] So let me welcome you to this conference. The FARE network took a central role in addressing the issue of racism on all levels of professional and amateur football. This led to an expansion of the network to about 38 countries. Due to its partnership with UEFA, FARE has played a quite important part in the past World Cups and European Championships.

I'd like to address my congratulation for this achievement. So, after the Neo-Nazis slurs in the Franz Horr Stadium at the UEFA Europa League match against Bilbao, the Austria Wien stadium here is currently a stage for a European summit of anti-racism activists and fans. We are aware that nationalism, racism, xenophobia and discrimination are the defining political phenomena of the 20th century, which had led to the death of millions of people. [...]

Xenophobia and racism are not only a question of hardship and poverty. This makes it even harder to believe, that even in Eastern Europe, that so bitterly suffered under the Nazi regime such tendencies are becoming more popular [...]. Racism in all forms destroys. [...]

In her opening address **MEP Ulrike Lunacek, co-president of the LGBT Inter-Group of the European Parliament**, stressed her satisfaction that for the first time in a conference FARE addressed homophobia so prominently.

Lunacek said: “We learn what team spirit might be, we also learn a bit to compete. That is when sport is fun. The fun ends when it becomes harmful. When differences take over and become the main issue, not the common goal like winning or doing something together. [...]

The fun ends and the team spirit ends, when people are defined as being different and the differences are not seen as something positive but as something negative. [...]

Together with the FARE network we are fighting to make sure that the fun of sport is not destroyed by fear and violence, be it physical violence or psychological, verbal violence. That's why this thing of fun and enjoying is very closely connected to the fear or to the freedom from fear which all of us are fighting for.

I'm happy that FARE this time for this conference has included the issue of homophobia.

For football it's also clear that there are some gay man among football players – but very few of them are out. Justin Fashanu was one: A black man, but also gay. He could not live his full potential and committed suicide – because of the fear, because of the reactions, because of the prejudice. That's why it is so important to work against this fear, to be open, breaking the surface, breaking the silence. [...]

We need to work against that fear, because it helps to work against aggressive language, against aggression in general and it opens people's minds.”

UEFA Senior Manger for Football and Social Responsibility, Patrick Gasser, presented details about UEFA's RESPECT campaign, launched in Vienna during the UEFA EURO 2008™. The campaign stresses the respect for diversity and differences across the European society and is a clear statement against any form of discrimination, including homophobia.

Gasser said that the ongoing partnerships that link the European football family with specialist organisations such as FARE “help to sustain grassroots activities that ensure the benefits of the game reach everyone – especially underprivileged and marginalised groups – and that football remains an effective tool for helping tackle social problems in European society.”[..]

“Using football’s valuable visibility for more than just commercial purposes, UEFA integrates social activities into UEFA’s flagship tournaments, illustrating football’s potential to make a social impact and enable children, the disabled, minorities, the marginalised and others to become an integrated, accepted part of not only football but society,” added Gasser of this invaluable collaboration. [...]

“Respect aims to promote social responsibility, based not only on respect for opponents, match officials, rival supporters, national anthems, but on wider issues of concern for European society. Europe is a continent with rich cultural and social textures of all kinds. So it is important to celebrate and, above all, respect the differences and diversities which enrich our continent.[...]

“The Respect campaign dovetails with UEFA’s portfolio of football and social programmes – aimed at combating violence, racism, xenophobia, homophobia, any form of discrimination – as well as with fan support, intercultural dialogue, access to football games for all abilities, humanitarian relief, health issues and the environment.

“European football has evolved to be present at many levels of society, enabling our sport to use its enormous popularity to help combat social ills, promote civic commitments and defend major humanitarian causes. The RESPECT campaign allows us to bring together all the elements to strengthen their impact. It is a concept which epitomises all our social responsibility work. Football is about much more than gain and glory.”

RESPECT was launched ahead of UEFA EURO 2008™ and was awarded the International Committee for Fair Play’s ‘Willi Daume World Fair Play Trophy’ for its significant contribution to promoting respect and fair play at the tournament in Austria and Switzerland.

Plenary Session 1: Is there a united movement against discrimination? Different approaches towards fighting racism and homophobia in and through football.

Chair: Kurt Wachter, FairPlay-VIDC, Austria

Podium: Daniela Conti, Unione Italiana Sport Per tutti (UISP), Italy
Louise Englefield, Pride Sports/EGLSF, UK
Alexander Pollak, European Union Agency for Fundamental Rights (FRA)
Georg Spitaler, University of Vienna, Austria
Carine Bloch, Ligue Internationale Contre le Racisme et l’Antisémitisme (LICRA), France

Alexander Pollak and Georg Spitaler: “Preventing racism, xenophobia and related intolerance in sport”

Alexander Pollak (Fundamental Rights Agency) and Georg Spitaler (University of Vienna) revealed the main findings of the new European Union-wide study “Preventing racism, xenophobia and related intolerance in sport”, a project by the European Union Agency for Fundamental Rights (FRA) in cooperation with the Vienna Institute for International Dialogue and Cooperation (VIDC). Alexander Pollak presented an overview about the methodology and complexity of this study. Three sports are analysed in detail in each country: football, athletics and the most popular national sport, e.g. Alpine skiing in Austria and Slovenia, Cricket in the UK or basketball in Belgium, Cyprus, Estonia, Finland, Greece, Italy, Lithuania, Malta and Spain.

This study goes far beyond the scope of previous projects, covering

- the whole EU
- all sports, not only football
- amateur sports, not only professional
- men’s, women’s, and youth sport
- legislative aspects and the social reality on the ground
- structural forms of discrimination, not only racist incidents
- data availability and data gaps

Georg Spitaler gave the first impression arising out of the findings. He stated that there is still a very low awareness of racism in sport, although not so bad in football. The reasons for the greater awareness of problems in football are the work of NGOs, the commitment of UEFA and pressure on national associations.

In general the data base is poor, due to lack of monitoring. This monitoring often falls to NGOs, which do not have the capacities for broad and professional monitoring. Men’s professional football is the exception: there is broader monitoring which provides a better data base.

Spitaler also highlighted findings on specific forms of discrimination in sport: Several EU states limit the participation of non-nationals, especially in amateur sport. Several football associations regulate the access of non-nationals both at professional and amateur level, which would clearly violate existing European Community law.

Another problem is the under-representation of women and girls in sport.

Talking about the victims of discrimination: everywhere there are victims there are Roma; also anti-Semitism exists in many countries and sports.

Fans are not the only perpetrators. Often officials and players act in a racist way, and the media play a role through engendering stereotypes.

A main issue remains the absence of ethnic minorities in leading positions in sport and the lack of awareness for such forms of structural discrimination. A quote from a former U.S. basketball player based in Italy highlights this problem: “In Italy, there is not even a black coach assistant. It is strange! Black people are the best players but never coaches or in the management...”

Louise Englefield, European Gay & Lesbian Sport Federation (EGLSF), UK Board Member: Overview of EGLSF

Louise Englefield presented a short history of the EGLSF, which was founded in the Netherlands in 1989. EGLSF started mainly with western European groups, Eastern Europe is still under-represented. Currently EGLSF has 120 member groups which represent about 20,000 athletes.

EGLFS has co-operated with FARE since 2002, as a core-partner in FARE’s admin group. Since then, several members within FARE have developed projects, such as “Show homophobia the pink card”.

Important steps in the football-related work of EGLFS in co-operation with FARE have been:

- In 2006 EGLSF gave a workshop on homophobia in sport at the “unite against racism” UEFA conference in Barcelona. UEFA agreed a seven-point charter against homophobia under the slogan ‘Show football the pink card’ demanding action against homophobia in football.
- In 2009 a conference of LGBT Football fan groups was held in Barcelona.

Achievements

Englefield also named some major achievements of EGLSF’s work within the past years:

- Since 1999 EGLSF has had consultative, and later participative, status with the Council of Europe.
- EGLSF successfully lobbied Sports Ministers throughout Europe on recommendations to tackle homophobia in football. During 1999 the first ‘Building Bridges’ conference on bridging LGBT and mainstream sport was held.
- The co-operation with FARE and UEFA is another important achievement.
- In 2009 the ‘Declaration of Copenhagen’ was signed, as addendum to the Yogyakarta Principles on the application of international human rights law in relation to sexual orientation and gender identity in sport.
- Coaches and players are now sanctioned for homophobic remarks.

Goals – The Future

Although achievements have been made, there is still a lot of work to do. Awareness of homophobia in football has improved, it is no longer ignored. However, reaching fans in the stadium to combat homophobia is still a challenge.

We have come a long way with UEFA and some FA’s, with others still to follow. Historically, football has seemed the sport most in need of work to tackle homophobia. But in 2009 EGLSF considered other sports where homophobia is still not tackled.

Daniela Conti, Unione Italiana Sport Per tutti (UISP), Italy

“When we started, we thought we were really ambitious. The origin of FARE in the wake of the European Year Against Racism, merged many projects around sport and in particular football.

After ten years we can say that the strength of this network has been diversity – diversity in methodology, addressing fan groups, national organisations, institutions.

Homophobia: Talking about sexuality means to talk about body. And: sport is body.

Last year the Mondiali Antirazzisti had a focus on gender/LGBT issues. It was a very successful event. In 2009 Mondiali focused on homophobia for the first time. This also helped to raise the issue of homophobia within our own association UISP, because even in alleged open-minded organisation some had difficulties with this issue.

This year we are campaigning on homophobia. Our network in Italy agreed, but it was difficult before, to talk about homophobia. Step by step we build our network together.

The most important step was the connection between grassroots organisations and football federations and organisations.

We are at a corner point. It is time to have a change in our network. That it is why we are here for the next days.”

Carine Bloch, Ligue Internationale Contre le Racisme et l’Antisémitisme (LICRA), France

Is there a united movement against discrimination? Carine Bloch answered this question with remarks on the work of the FARE network and its French partner LICRA. There is a united movement against discrimination through the FARE network, which fights all forms of discrimination in football. FARE is a unique network of organisations from more than 38 European countries created in February 1999. Major events organised by this network are the FARE Action Week and the Mondiali Antirazzisti. FARE has had campaigns connected with major tournaments (EURO 2004, World Cup 2006, EURO 2008, World Cup 2010) and held five FARE networking conferences (Vienna 1999, Sheffield 2002, Bratislava 2005, Paris 2007, Vienna 2009). FARE also has co-operated with UEFA at the UEFA “Unite Against Racism” conferences (London 2003, Barcelona 2006, Warsaw 2009).

FARE has had major institutional partnerships with UEFA (Unite Against Racism campaign), FIFA, FiFPro and the European Commission – Council of Europe.

FARE tries to reach this goal:

- by fighting racism at all levels of professional and amateur football across Europe – in stadia, on the pitch, in administration, in coaching and sport education and through the media.
- by raising awareness amongst the football family to the integrative potential of football.
- by fostering networking and the exchange of good practice transnationally with a range of partners.
- by undertaking activities to build capacity and empower marginalized and discriminated groups.

LICRA commitment in FARE

LICRA is an NGO with consultative status at the UN and the Council of Europe. It has been a FARE partner since 2001 and member of the FARE core group since 2007. LICRA, therefore, is involved in the daily work and decisions of FARE.

LICRA organized the FARE networking conference 2007 in Paris entitled “Football, Ethnic Minorities and Equality”. Four workshops were a major part of the conference schedule:

Workshop A – Football, a bridge builder or a route to discrimination?

Workshop B – Does your stadium look like your city?

Workshop C – Ethnic minorities, migrants and amateur football

Workshop D – Football and immigration

Bloch also presented some French approaches to fight racism and homophobia in and through football. Football can be used to work on citizenship values. This includes the defence of republican values (Liberty – Equality – Fraternity), the fight against racism, the fight against discrimination and the fight against homophobia and against sexism.

On the other hand football can be used to create awareness of secularism and awareness of immigration issues.

Defence of victims and legal action

This includes the protection of victims through advice and free legal help. Sports law actions include an advisory role in the disciplinary commissions, including referring matters to the Football National Ethical Council and working on sporting disciplinary codes.

Survey tools

To learn about discrimination survey and monitoring are important. A platform of data on racist acts has been established for reporting and monitoring discriminatory acts. An annual survey is conducted in more than 589 cities on the trend in sport access and practice. The IPSOS survey about “French perception of racism in professional football” was completed in 2009. There is currently a research project on equality access in sport, conducted by INSEP and the Sport Ministry.

Football as education tool

LICRA organises educative tournaments, prevention workshops, speeches and discussions with testimony from well-known sporting figures and produces educational tools (e.g. comics, video...). By these means LICRA has reached an audience of 300.000 young people since 1999.

Running communication campaigns

LICRA has organized (and is organizing) four information campaigns

- in 2002: “Let’s put racism offside”
- in 2006: “Racism: keeping quiet is accepting it” (with French FA)
- in 2007: “Score against racism”
- in 2010: LICRA will organize an information campaign in collaboration with with French League and the Union of Professional Football Clubs.

Another part of the French work against discrimination is to mobilise different stakeholders and managing partnerships. This includes public institutions (Ministry of Sports, Ministry of the Interior, ...), professional football organizations (French League, Union of Professional Football Clubs, professional clubs (PSG, Bordeaux, Strasbourg ...), fan groups, unions of referees, players and coaches, Amateur football organizations (French FA, local sports and public authorities), and associations (e.g. Paris Foot Gay, Football Solidaire, Fair Event).

Question & Answer

In the following Q & A session the fact that the speakers of this panel discussion were all white, was made a subject of discussion. Yvette Jarvis (Black Europeans Women Council) suggested: “We should come out of this weekend with a plan how an organisation like this can include visible minorities.”

Working groups

After a short presentation on the working groups, five groups started to work on specific issues. They then presented their core results to the plenum. As it was not possible to monitor the workshops for the conference report, the following pages contain a mixture of workshop reports provided by the rapporteurs of the working groups, supplemented by presentations which were given within the working groups and notes provided by participants.

Working group A: Ahead of EURO 2012: Taking the next step in challenging discrimination and the far-right in Eastern Europe

Chair: David Zimmermann, Football Supporters Europe, Switzerland

Speakers: Rafal Pankowski, Never Again Association, Poland
Mridula Ghosh, Eastern European Development Institute, Ukraine
Alexander Rakowitz, Balkan Alpe Adria Project, Serbia/Austria

Rapporteur: Jacek Purski, Never Again Association, Poland

Working group A saw these presentations

Towards 2012 – Issues of inclusion and diversity

“Fans Embassies go East” – project and cooperation between FARE and FSE at UEFA EURO 2012™

FARE Eastern Europe Project UEFA EURO 2012™ – Never Again Association – Poland (Ethnic minority and human rights activist out of one of the host countries of UEFA EURO 2012™)

Balkan Alpe Adria Project – Joint anti-racist project (Serbia, Bosnia and Montenegro)

Mridula Ghosh, East European Development Institute, Ukraine: Towards 2012 – Issues of Inclusion and Diversity

Main aspects of the presentation

- Social integration & cultural factors
- Public policy & migration
- Human rights

General situation in Ukraine

- Overall climate (culture) of rights adherence
- Socio-economic development
- Influence of extremism & violence
- Media portrayal
- Civil Society Activism

Situation of ethnic minority teams in Ukraine

- Self-contained, excluded and isolated
- No positive values of fan culture (ethnically orientated)
- No support from the state or local governments

What is needed?

- Regular Needs Assessment
- Monitoring & early warning system
- Education & training
- Develop positive fan culture
- Fortress Europe should open itself
- From semi-inclusion to full inclusion
- Ukrainian national & NGO counterparts
- Establishment of horizontal linkages (LGBT, Roma, trans-border, disabled)
- Advocacy (nation-wide campaigns and activities on grassroots level)
- Spreading the ideas of UEFA's RESPECT campaign
- Using available options – the Diversity Initiative (a network of more than 50 organizations)
- Events to be organized in Ukraine

David Zimmermann, FSE – Football Supporters Europe: Fans' Embassies go East Project

Objectives

- Strengthening existing and establishing new fans' embassy (FE) initiatives with a particular focus on Eastern Europe
- Establishment & preparation of FE initiatives of the fans of – if possible – all participating national teams at EURO 2012.
- Provision of sufficient training for new/inexperienced fans' initiatives in preparation for their activities at EURO 2012
- Working together with host countries of EURO 2012 to support mobile fans' embassy teams of FSE as well as the provision of stationary fans' embassies.
- Early preparation and optimisation of attractive info services/fan guide material of fans' embassies and bundled activities and projects (e.g. the FARE Street Kick Tour) for EURO 2012
- Increasing the profile of the FSE Fans' Embassy network and its activities

Project Activities Dec 2009 – Jul 2012

Module 1: Lobbying & promotion

- Organisation of several lobbying events for fans' embassy services and related hospitality concepts in Poland and the Ukraine in 2010, 2011 and 2012
- Support of fans' initiatives and their projects in the Ukraine & Poland
- Promotion of FE concepts at overall network events
- Develop promotional material and harmonised design for fans' embassies
- Public relations to promote the project, the work concepts and the network of initiatives

Module 2: Network development & training

- Organisation of networking events for existing and potential fans' embassy initiatives
- Organisation of training seminars and test fans' embassies for new/unexperienced initiatives
- Further development of methodology of fans' embassies
- Compilation of handbook with guidelines for the provision of stationary FEs as a tool for education & training

Module 3: Research & provision of information

- Research of relevant information for (printed & online) fan guide(s) & related information material for visiting fans at Euro 2012
- Provision of an attractive multilingual online fan guide & additional information material including all relevant information on safety, security, culture and the organisation for EURO 2012 with a fan guide archive
- Enhance the multilingual online information platform for Fans' Embassy network



Alexander Rakowitz, Balkan Alpe Adria Project (BAAP): Football Unites the Alps, Adriatic and the Balkans

Brief History of the campaign

Activities

- Youth Exchange and tournaments
- Activities in the stadia
- Partnerships with associations and clubs
- Round tables with relevant stakeholders

Future Campaign

- "Balkaniade": International youth tournaments in the Balkans 2009-2012
- "Football Unites" workshops
- Anti-racism activities with national football associations and clubs
- FARE Action Week
- International FairPlay Youth tournaments: Vienna meets Balkan

Achievements

- Make nationalism and discrimination in football an issue in the Western Balkans
- Higher awareness of the media and relevant stakeholders
- Football governing bodies get active
- Linking diverse organisations in different countries and regions of former Yugoslavia
- Developing a common campaign in Serbia, Bosnia and Montenegro with strong links to Croatia and Macedonia

Notes from CAFE:

We participated in the working group called "Ahead of UEFA EURO 2012™: Taking the next step in challenging discrimination and the far-right in Eastern Europe football" which is proving to be a positive challenge for the forthcoming Euro 2012. As well as racism, there are also significant challenges in terms of equal access and this workshop was really productive for CAFE to understand better the reality in Poland and Ukraine so that we can build on our existing contacts and foster new initiatives with important stakeholders.

Working group B: The first African World Cup 2010: Issues and opportunities for anti-racism education and awareness-raising

Chair: Howard Holmes, Football Unites, Racism Divides (FURD), UK

Speakers: Bella Bello Bitugu, FARE/FairPlay, Ghana/Austria
Raffaella Chiodo, UISP, Italy

Rapporteur: Robin Wilson, University of Belfast, Ireland

Howard Holmes (FARE / FURD)

It is not too late to shape FIFA 2010. FURD's work in this area began with the story of Arthur Wharton, an African player who played for Sheffield United in 1894-95 and for whom FURD sought international recognition.

FURD is also involved in a project in the east of the Democratic Republic of Congo, that works with victims of conflicts in this region.

FURD has also developed strong links with the South African players' union.

The main involvement has been with the District 6 area of Cape Town, which was declared as "whites-only" under apartheid. A football exhibition was produced exploring the connections between football in South Africa and England. This exhibition will be shown in District 6, which is nearby the area where England fans will stay during the World Cup.

Bella Bello Bitugu (FARE/Fair Play)

FARE has approached this in a disappointing, even scandalous, way in not planning network activities around the World Cup in South Africa. Even though FARE is a European organisation that is mainly funded by UEFA.

These problems are partly a result of the structures of FARE and the difficulties of making decisions and ensuring they are followed up. It also partly reflects the problem of Eurocentrism in Europe.

FARE could be present in South Africa sharing skills in anti-racism, perhaps partnering with local organisations. The project of FURD is an example of what could be done.

FARE's failure with FIFA led to a partnership between Street Football World and FIFA, the Football for Hope programme, but this programme is dealing with symptoms and not causes.

Raffaella Chiodo (UISP)

This World Cup is a great opportunity to highlight issues of racism everywhere.

UISP is developing an awareness-raising campaign about the history of apartheid and the struggle against it and links these topics to racism today, for example towards asylum-seekers from Africa in Italy, xenophobia in South Africa itself to immigrants from neighbour countries.

UISP is also involved in the Red Light 2010 campaign, promoted by Women in Southern Africa and others, which is geared to raising awareness towards the risk of women being trafficked to South Africa for the World Cup and forced into prostitution, as it was evident at the Confederations Cup. UISP linking this campaign to trafficking in Italy.

During the World Cup an exhibition will be displayed on role of Italy, including sport in Italy, in the struggle against apartheid. It will be installed at the apartheid museum in Johannesburg. Additionally the "Sport and Solidarity" award for the struggle against racism will be allocated.

Discussion

- Linked actions by FARE partners at the World Cup
- Building relationships between FARE and small/local African partners (as FURD has done)
- Recognising that Africa is already in Europe, for example by developing a campaign with FIFPro on the exploitation of young African players in Europe.

Working group C: Fans against Discrimination: The role of fans in building a football environment free of homophobia, sexism and racism

The title has been changed by the workgroup, actual title: How could fans and FARE get together (again)?

Chair: Daniela Wurbs, Football Supporters Europe

Speakers: Nicole Selmer, F_in Frauen im Fußball/Bündnis aktiver Fußball-Fans (BAFF), Germany
Michal Riečanský, Ludia Proti Rasizmu, Slovakia

Rapporteur: Elisabeth Kotvojs, FairPlay-VIDC, Austria

Short inputs from Michal Riečanský on the situation of small but important antiracist and antifascist fan groups in Eastern Europe which would need support from FARE and from Nicole Selmer on why fans are valuable and their contribution to FARE: authenticity, solidarity amongst fans, creativity.

An important issue was raised again in this workshop: the situation in respective countries is different.

FARE should:

- Open further up towards fans and towards Eastern Europe
- Profile itself more clearly as an independent body
- Show more dedication and take up the ideas and approaches of fans in order to gain more credibility – many activities are seen as mere symbolic actions
- Get its messages across: more explanations, more reflection and a breaking of stereotypes on all sides, especially towards fans and ultra groups
- Strengthen its' representation through the respective local partners
- Compile a Good Practice Guide from fans groups' involvement and initiatives

What is the specific role and asset of fans' commitment in the struggle against racism and discrimination?

- An authentic voice
- Credibility
- Perspective from within
- Input of those who are targets of discrimination
- Solidarity

- Fan culture with its strong feeling of togetherness is both very exclusive and inclusive
- Creativity

Working group D: Football for Equality. Good practices: Involving ethnic minorities in and through football with a focus on Gender issues

Chair: Colin King, Martin Shaw King Trust, UK

Speakers: Yvette Jarvis, Black European Women Council, Greece
Frank Buckley, Sport against Racism Ireland (SARI), Republic of Ireland

Rapporteur: Jean Marc Alingue (Liikkukaa! ry), Finland

What has been and could be the role of Ethnic minorities in the future direction of FARE with a Focus on Gender:

Feedback linked to strategic aims of FARE	In game	Out game	Governance of FARE	Actions and indicators
1. Raise awareness amongst Football family	<ul style="list-style-type: none"> ■ Communication strategy ■ Equality processes ■ Translation into different languages 	<ul style="list-style-type: none"> ■ Publicity strategy ■ Filters to all groups 	<ul style="list-style-type: none"> ■ The Brand and the structure of FARE need to be representative 	<ul style="list-style-type: none"> ■ Maintaining contact with all organisations ■ Humanity and Inter-dependency
2. Foster networking and good practice	<ul style="list-style-type: none"> ■ Regional canvassing forums specific to local and national issues 	<ul style="list-style-type: none"> ■ Transparency of selection and recruitment 	<ul style="list-style-type: none"> ■ Anti Racist board that does not lead to dependency 	<ul style="list-style-type: none"> ■ Clearer democratic structures of elections
3. Promote awareness to fight racism and discrimination	<ul style="list-style-type: none"> ■ Legal-Social ■ Political ■ Economic 	<ul style="list-style-type: none"> ■ Black and Asian Coaches Forum ■ Good practice guide for the protection of African children ■ Education through social games 		<ul style="list-style-type: none"> ■ Change of culture ■ Whiteness to diversity ■ Representation ■ Economic and political delegation ■ Monitoring and Evaluation

UEFA Club Licensing Regulations

According to Art 58 (3) the criterion racial equality practice (Art 23) will become mandatory as from 1st June 2009. Article 23 states that "The licence applicant must establish and apply a policy to tackle racism and discrimination in football in line with UEFA's 10-point plan on racism as defined in the UEFA Safety and Security Regulations."

Working group E: Is homophobia football's last taboo? Dismantling prejudices and stereotypes and working towards equal opportunities in sport institutions

Chair: Johan van de Ven, European Gay & Lesbian Sport Federatio (EGLSF), the Netherlands

Speakers: Louise Englefield, Pride Sports/EGLSF, UK
Dirk Brüllau, GFF, Germany
Pascal Brethes, Paris Foot Gay, France

Rapporteur: Lindsay England, Gay Football Supporters Network, UK

Workshop E saw presentations from France and Germany, where the situation seems to improve. On other hand the presentation of the UK showed, that, although the UK were the first and leaders in the fight against homophobia in football, there has not been much progress since then.

Principles

- We want to form a wide European alliance to tackle homophobia in football.
- We noticed that besides Western Europe the topic is totally ignored/absent
- We want activities around the birthday of Justin Fashanu (19 February) and the international day against homophobia (17 May). One idea is to report homophobic chanting and other forms of discrimination that happen in and around football stadia on the weekend around 19th of February all across Europe.

Questions to be discussed

- The situation in different European countries
- Good and bad practice
- Is a European campaign possible?
- How can homophobia be included in the anti-racist work in your country?

Presentation by The Paris Foot Gay Association

For six years Paris Foot Gay has been fighting homophobia in football in France. Our goal is to change mentalities: a homosexual should be able to play football without having to hide him/herself.

The Paris Foot Gay football club is also the first club that has officially managed to gather both homosexuals and heterosexuals. Vikash Dhorasoo former professional footballer with Lyon, Milan AC and PSG is our patron and plays football sometimes with us!

Our teams are the perfect image of what football should be: a sport with no discrimination at all.

Paris Foot Gay also aims to help the emancipation of gays and to promote the “coming out” of professionals or amateurs. For the last six years PFG has managed to prolong and amplify its work and its increased notoriety has been an important tool to serve its goal.

Our goals

- The recognition of homophobia as a form of discrimination.
- Denunciation of all homophobic acts and attitudes including appropriate sanctions (through our partnership with the French Professional League).
- Encouragement of diversity in football and a large broadcast of educational messages.
- Support every discriminated person in football.
- Setting of educative modules for all football players, professional or amateur, to help fighting homophobia.

What we have done

- Creation of a charter against homophobia that was signed by the Professional Football League and by N° 1 League Football clubs such as PSG, Auxerre and Nice.
- Organisation of a National Day to fight against homophobia in N°1 League stadia in partnership with the Professional Football League.
- Creation and presentation of a video clip against homophobia that was shown in N°1 League stadia, on French national TV channels as well as on the websites of 5 important professional clubs.
- Organisation of football “gala” matches between Paris and the French provinces.
- Organisation of the “b yourself” tournament at the Parc des Princes in partnership with PSG.
- Forums against discrimination in schools & formation centres for teachers in partnership with PSG and LICRA.
- Regular denunciation of homophobic acts or incidences in French football (via press releases).

What we want to realize in 2010

Good news for our organization is that the LFP is going to be more involved in our fight as they are going to finance actions against homophobia for a period of 3 years. The second good news is that we are going to work with the Minister of Sports Rama Yade. She should sign our charter against homophobia in January.

Additionally we will

- Play a match against homophobia in Auxerre just before their championship match.
- Raise the number of forums in schools, colleges & football clubs.
- The charter against homophobia will be signed by all professional or amateur French football teams (through our partnership with the French Football Federation).
- Find associative relays in the provinces.
- Organisation of our annual tournament at Parc des Princes in partnership with PSG ; for the first time with the participation of European clubs.
- Creation of an educational module to sensitise people against homophobic acts & expressions in partnership with SOS Homophobia.
- Find a way to involve the media in the fight against discriminations.

Plenary Session 2: Reports from the workshops and discussion

Chair: Michael Fanizadeh, VIDC, Austria

Podium: Jacek Purski, Never Again Association, Poland
Robin Wilson, University of Belfast, Ireland
Jean Marc Allingue, Liikkukary, Finland
Elisabeth Kotvojs, FairPlay-VIDC, Austria
Lindsay England, Gay Football Supporters Network, UK

“Anti-Racist Football Fair”: Display of materials and videos, visit of information stalls

FARE Reception

On Sunday evening a FARE reception at the Gerhard Hanappi stadium, home of Austrian league-leaders SK Rapid, celebrated FARE’s 10th anniversary. A group of international high-profile players spoke at the event – as well as officials of UEFA, the Austrian Bundesliga, the Austrian Players Union and Austrian Football Association (ÖFB).

Moderator for the evening was Elisabeth Auer (TV sports moderator at Austrian TV channel ATV).

Nurten Yilmaz, a Member of the Vienna City Council, highlighted the importance of FARE’s work within the last ten years in tackling racism and discrimination in football.

Howard Holmes, FURD & FARE founding member spoke about the founding of FARE ten years ago.

Q & A Session

In the first panel session with Patrick Gasser (UEFA, Senior Manager Football and Social Responsibility), Christian Ebenbauer (Austrian Football League, Director of Competitions and Law), Kurt Ehrenberger (Austrian Football Association, Vice-President), Friso Roscam Abbing (Fundamental Right Association, Head of Communication) the issue of racism in football was discussed.

Patrick Gasser said that UEFA has changed its statutes “It can go even to the point that matches are stopped, if there is repeated abuse in a game.”

Kurt Ehrenberger said, that there is hardly any racism in Austrian football, and if the Association draws the consequences. For example, a Vice-President of the Viennese Football Association had to quit after a racist statement.

Christian Ebenbauer stressed, that the stadium bans in the Austrian league are working and keep out racism.

Friso Roscam Abbing said: “We are not expecting that football will solve all problems. But football is the biggest arena in the world to address the issues of anti-discrimination.”

Presentation & Short Film by Kurt Wachter, FairPlay-VIDC & FARE founding member

Wachter presented some of the highlight of 10 years of work:

- FARE Founding Conference, Vienna, 31 January – 2 February 1999
- FARE Launch at the European Parliament, June 2000
- The first FARE Action Week, April 2001
- UEFA Charity Cheque goes to FARE, August 2001
- First Regular FARE Conference in Sheffield, Feb. 2002
- Show Homophobia the Pink Card campaign
- Partnership with EGLSF, Sept. 2002
- The MTV Free Your Mind Award 2002 goes to FARE
- UEFA Cup Final 2003: High profile message against racism
- FARE Networking Conference at Schalke 04, Feb. 2004
- UEFA EURO in Portugal 2004: Reaching out to Fans & Ethnic Minorities
- FARE at the FIFA World Cup 2006
- Stand Up, Speak Up-Programme in Eastern Europe, 2006
- Working with fans
- Promoting and defending football fan culture (Mondiali Antirazzisti)
- Tackling Sexism





- UEFA EURO 2008 in Austria and Switzerland: Anti-racism on Big Stage
- 10th FARE Action Week – October 2009
- Achievements of anti-racist movement in football
- Awareness of “silent majority” of fans and the media
- Pro-active stance of governing bodies: anti-racist policies and action of UEFA, FIFA, national associations & clubs
- Mobilising and linking fan groups with migrants & ethnic minorities
- Put homophobia and sexism on the agenda of European football

Q & A Session with (ex-)players (in German and English): Players reaffirm their backing for FARE

Rapid captain and Austrian Footballer of the Year 2009, Steffen Hofmann, explained: “In a stadium full of people you hear dumb or abusive remarks. This happens also here at our club – but then our fans deal with it. That’s very important for us. We as players talk about incidences and we talk also to our fans so it won’t happen again. We are strictly against any kind of discrimination, since we are all coming from different countries. The important thing is that we play football together.”

FARE ambassador Paul Elliott, a former player at Celtic, Chelsea and Pisa, pointed out that the battle has not yet been won: “Every player has the fundamental human right to work in a racism-free environment. The most important things are zero tolerance against racism; and education at the grassroots level. Xenophobia, homophobia and other forms of discrimination are totally unacceptable in the game. FARE has adopted a very positive stand to challenge these serious issues in football. Things have become better, but there are bigger battles ahead and the fight doesn’t stop. The next frontier lies in the structures, the boards, the councils, inclusion of minorities at all levels. In my country 40% of the players are black, but there are very few black coaches or board members.”

The Surinam-born striker Samuel Koejoe (DAC Dunajská Streda) who played previously in the German and Austrian Bundesliga, recounted the story of when he was racially abused at the Hanappi-stadium twelve years ago. He gave the Rapid fans the finger. As a result he was fined by the local police and the racism remained unchallenged. Samuel Koejoe said:

“The situation in football is getting a little better, because of people like you who are fighting actively against racism, and therefore I will always support FARE.”

The other players at the event were Branko Bošković (SK Rapid and Montenegro) and Oliver Prudlo, chairman of the Austrian Players Union and ex-player at FC Wacker Innsbruck.

In a joint pledge the players and football stakeholders “fully support all efforts to kick racism and homophobia out of football” and call on European football to unite against discrimination. Signatories of the pledge included representatives of UEFA, the Austrian Football Association, the Austrian Football League, and public bodies such as the European Union Agency for Fundamental Rights, the Austrian Ministry for Sport and the City of Vienna – as well as members of FARE.

The evening ended with a dinner and a DJ Line in celebration of FARE’s first ten years.

Conference Day 3

Monday, 14 December 2009

Presentation of the new FARE structures by Robin Wilson, University of Belfast, Ireland

Ten years on from the establishment of FARE in Vienna, the network has many achievements to its credit. It has tackled racism and other forms of discrimination in the stadia and changed attitudes in the boardrooms of the sport’s governing bodies. At the grassroots its annual Action Week has supported a plethora of activities, while at the elite level major anti-racist statements have become commonplace at international competitions viewed by millions.

The scale of the network has also grown dramatically, with partners now in nearly 40 countries. But FARE’s organisational development has not kept pace with this activity and growth. Today, there is a need for more formal and democratic structures, to provide proper transparency and accountability to supporters and funders alike.

For several months, FARE has been reviewing its governance arrangements, consulting with many activists across Europe, and the way ahead now appears clear. FARE should be transformed from a loose network of leading national partners and allied organisations into an international NGO in its own right.

The ‘new’ FARE will have arrangements for membership (for organisations and individuals), an assembly to ensure democratic control, an elected board to manage the organisation between assemblies and a professional secretariat to provide support. These have been embodied in draft statutes. Since these changes cannot be introduced until the statutes have been agreed, a two-stage process has been agreed by the ‘admin group’ of leading FARE partners, which previously steered the network. The first stage, at this conference, is to agree the statutes, with or without amendment.

An interim board will take over the steering role from the admin group until a properly constituted general meeting of FARE members takes place. At that meeting, a new board will be elected by members, in accordance with the statutes.

In the meantime, the interim board will take responsibility for recruiting a small FARE secretariat. The secretariat will be headed by a co-ordinator, with administrative/financial back-up. Other key functions, of project management and communications, will be put out to tender.

The aim is not to turn FARE into a bureaucracy. On the contrary, it is to ensure that it becomes more effective in assisting campaigners on the ground and communicating what they are doing to the ‘football family’ and beyond. Turning FARE from a network run by a small group of committed activists to a membership-based democratic entity, supported by professional staff, will help ensure that its next decade is even more productive than its first.

Plenary Session 3: The way ahead for the FARE network. What do migrant communities, fans, players, activists and partners expect from FARE in the future?

Chair: Johan van de Ven, EGLSF, the Netherlands

Podium: Rafal Pankowski, Never Again Association, Poland
Howard Holmes, FURD, UK
Daniela Conti, UISP, Italy
Bella Bello Bitugu, FairPlay-VIDC, Austria

The closing session of the conference explored the way ahead for the FARE network and the expectations of the different stakeholders including ethnic and black minority communities, fans and people with disabilities. The delegates discussed the new drafted statutes of a FARE federation to be formally established at the next FARE grass-roots conference. Also a newly formed interim board started to work towards the transition of the structures of the FARE network.

Discussion

New FARE

- Concerns about bureaucracy.
- The issue of empowerment of minority members is not reducible to democratisation.
- Concerns about inadequacy of reporting in the past.
- Concerns about the underrepresentation of fans in the interim board
- Suggestion that the new FARE board should include persons with specific references to certain groups (for example ethnic minorities, people with disabilities, fan representatives).

It was decided that the interim board consists of Howard Holmes, Johan van de Ven, Bella Bello Bitugu, Daniela Conti, Rafal Pankowski, Carine Bloch, Valeriu Nicolae, Yvette Jarvis, Joyce Cook and Colin King.



Statutes

- Name: FARE should be used as acronym because this brand is already established and well known.
- Frequency of general meetings: at least every three years, the shorter the periods in between the better. It was agreed that observers could attend the general meetings.
- Language: key documents should be translated into most important languages.
- Adequacy of objectives of FARE: the lack of reference to sexism and disability was criticised.
- Board: a six-year term limit for board members was agreed.
- Structure: it was agreed that FARE will be a federation.
- Bylaws: suggestion that member fees should be determined by a combination of country's GDP and organisational means.

Secretariat

The interim board is responsible for the recruitment of the new co-ordinator. S/he should start working from April 1st.

Note from CAFE: "CAFE is pleased to be part of the interim board that will work towards a more democratic and inclusive FARE which reaches out across the diversity strands. The new FARE federation will be representative of more groups at a European level and will also try to connect with different minorities. We are really excited by this opportunity and we would like to thank FARE for all the efforts put into organising this event and for extending its works in promoting Football Equality for All."

Closing and Farewell

The FARE networking conference closed on Monday afternoon with spiced wine and the opportunity for even more networking at the terrace of Franz Horr stadium.

Media Quotes

The Football for Equality Conference was featured on several media television, print and online. Below are some quotes about the conference.

ATV

The Austrian TV station ATV broadcasted a report (in December 2009) about the reception at Gerhard-Hanappi-Stadion, which mainly featured statements by the players, including Paul Elliot, Samuel Koejoe, Steffen Hofmann and Branko Bošković.

Dirk Brüllau: FARE-Kongress in Wien 12. bis 14. Dezember in Wien

in: freistoss. Das fanzine der queer football fanclubs, nr. 2/januar 2010, p. 15

„Bemerkenswert Lunaceks Rede über ‚Sports with fun, but without fear‘. Die ehemalige Leistungsschwimmerin und bekennende Lesbe rief die Teilnehmer auf, nicht nachzulassen beim ‚Finger-in-die-Wunde-legen‘.“

Michael Lechner: FARE-Gala in Wien! "Zero Tolerance"

http://www.sportnet.at/faregala_in_wien_zero_tolerance.urla

„Die europaweite Fairplay-Initiative FARE hat im Hanappi-Stadion mit Rapid-Kapitän Steffen Hofmann und Antirassismus-Aktivisten aus 30 Ländern das zehnjährige Bestehen gefeiert. Die Mottos: ‚Unite against Racism‘ und ‚Zero Tolerance‘.“

UEFA: UEFA shows Respect on partner's birthday

<http://en.archive.uefa.com/uefa/keytopics/kind=2/newsid=934747.html>

"UEFA's long-standing social responsibility partner, the Football Against Racism in Europe (FARE) network, has been applauded for its work in strengthening the social impact of the game."

The Justin Campaign: FARE conference, Vienna

<http://www.thejustincampaign.com/campaignarchive01.htm>

"Over the weekend the 'Football for Equality' networking conference, held at FK Austria Vienna's Horr stadium, looked into new approaches in challenging racism and homophobia across European football."

Centre for Access to Football in Europe (CAFE): FARE Conference in Vienna – 12th to 14th December 09

http://cafefootball.eu/2010/01/21/feature/cafe_in_vienna.html

"FARE is one of the most significant organisations in the battle against discrimination in European football and amongst several activities they are well known for organising the Weeks of Action campaign to spread the word within football and more widely. Although racism is still a present issue in many European countries, FARE is enlarging its scope and this year the theme for the conference was homophobia: another taboo that affects equality at many levels in football."

Sport.AOL: FARE gets behind 'International Day Against Homophobia in Football'

<http://sport.aol.co.uk>

"The Football Against Racism in Europe (FARE) network celebrated its tenth anniversary at the 'Football for Equality' conference in December in Vienna, highlighting the fight against homophobia and discrimination based on sexual orientation in football. These issues are on the agenda of the FARE network and got a new impact when the cooperation with the European Gay and Lesbian Sports Federation (EGLSF) kicked-off in 2002."

Policy Center for Roma and Minorities: December 12 – 14, 2009 – FARE Networking Conference

<http://www.policycenter.eu/newsletter.htm>

"The meeting celebrated the existence of 10 years of the FARE network and focused on how the so-far informal network can become a full-fledged international federation with juridical status in order to have an even bigger impact in."

am ball bleiben: FARE-Netzwerk bereitet sich auf die Herausforderungen der Zukunft vor

<http://www.amballbleiben.org/html/news/2009/200912/20091221.html>

„In der Eröffnungsveranstaltung berichteten darüber hinaus Alexander Pollak (Europäische Grundrechteagentur) und Georg Spitaler (Universität Wien) über die maßgeblichen Erkenntnisse der neuen europaweiten Studie ‚Prävention von Rassismus, Fremdenfeindlichkeit und verwandten Formen der Intoleranz im Sport‘. Ein Hauptproblem bleibt die Tatsache, dass ethnische Minderheiten nicht in führenden Positionen im Sport vertreten sind, und dass es an Bewusstsein für derartige Formen struktureller Diskriminierung fehlt; auch die Unterrepräsentanz von Frauen und Mädchen im Sport stellt ein Problem dar.“

European gay & lesbian sport federation: FARE network celebrates 10 years

in: EGLSF Newsletter 12/09, p. 5

Gaysport.info: FARE network celebrates 10 years

http://www.gaysport.info/gaysport-news.php?page=2&select_country=all&select_sports=

"The work of FARE has been supported by some of the biggest names in European football: Lillian Thuram and Marcos Senna are just two players who have assumed the role of ambassadors. Another is former Celtic, Aston Villa and Bari player, Paul Elliott who commented: 'Discrimination in European football is a complex issue taking many forms, which is why the work of FARE remains so crucial. Its far-reaching presence into so many different countries means trends can be monitored and action taken'."