



# PRIDE IN SPORT

Preventing and fighting homophobic violence and discriminations in sport

## BEST PRACTICE GUIDANCE

# ON PREVENTING AND TACKLING HOMOPHOBIC VIOLENCE AND DISCRIMINATION IN SPORT

# IMPRESSUM

Best Practice Guidance  
on Preventing and Tackling Homophobic Violence and Discrimination in Sport

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Editors:  
Louise Englefield, Andrej Pišl, Megan Worthing-Davies

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Jen Watts Design

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# Introduction:

## Why LGBT sport matters

This guidance showcases 20 best practice projects that were funded as part of the Pride in Sport Project, run from September 2011 – March 2013. The project was conceived and run by the European Gay and Lesbian Sports Federation (EGLSF) and funded by the EU Commission (DG Education and Culture) as part of the preparatory actions in the field of sport.

The projects in this report are multifarious. Some key facts include:

- 13 have a focus on education, training or media work. The remaining 6 can be characterised as having a focus on promoting LGBT sport.
- 8 of the projects are based in Northern Europe, 7 in Eastern Europe and 4 in Southern Europe
- 17 of the organisations running the projects are specifically LGBT orientated, whilst two are non LGBT
- 11 specific sports are targeted in the projects: athletics, badminton, cycling, dancing, football, hockey, swimming and volleyball, tennis, basketball and paddle

LGBT sport is the key theme, with most projects run by LGBT sports groups. There are many positives to LGBT people engaging in LGBT sports groups. Firstly, LGBT sports groups provide safe places for LGBT people to be themselves and to explore their sexual identity. Linked to this, sports groups can enable LGBT people to grow in confidence about their sexual orientation and to become proud of who they are. Secondly, LGBT sports groups provide a place for LGBT people to return to or to get involved in playing sports, when many people have been put off sports at a young age due to the prevalence of homophobia/transphobia in mainstream sport. Thirdly, LGBT sports groups can play a role in developing the consciousness of LGBT people to become active citizens and to petition for their rights. Lastly, LGBT sports groups can provide a positive example to society of LGBT people – challenging stereotypes and taboos – by engaging with sports federations, political authorities and mainstream sports clubs.

In all of these ways and more, the projects in this guide are positive examples of how resourcing, promoting and representing LGBT sport can have a positive impact in terms of fighting homophobic violence and discrimination in sport.

All groups in this guidance operate within a country specific framework and context, and this framework to some extent shapes the nature and aims of each project. To provide a context, the ILGA Europe Rainbow Map is included on page 2. This map reflects the 49 European countries' legislation and administrative practices that have a direct impact on the human rights situation of LGBTI people in Europe.

Following this framework, the projects are grouped together into three country categories reflecting different LGBTI human rights contexts as indicated by the map.

The guidance concludes with recommendations from each context in the hope that this contextualisation of projects, guidance and suggested next steps will provide a useful framework for implementing further strategies and programmes in a way that is tailored to the specific needs of groups and individuals operating in different geographic and political spaces.

### Group 1: High ranking LGBTI Human Rights situation (16-20 points)

Roter Stern Leipzig 99 e.V.(RSL)	Germany
A.D. LGTB ELAIOS	Spain
Northern Wave Swimming Club	UK
LEAP Scotland	UK
Blankenstein Foundation	the Netherlands
Just a Ball Game?	UK
FvH/Pride Sports	UK
Panteres Grogues	Spain
Seitenwechsel Frauen/Lesben Sportverein Berlin	Germany
Artemis	Germany

### Group 2: Medium ranking LGBTI Human Rights situation (6 – 15 points)

CHARME	Hungary
FSGL	France
Out in Slovenia	Slovenia
Drustvo DIH	Slovenia
Bulgarian Association Gay Sports	Bulgaria
Atlasz	Hungary

### Group 3: low ranking LGBTI Human Rights situation (0-6 points)

Bogasport	Italy
Krakerski	Poland
Volup	Poland
FOUL	Greece

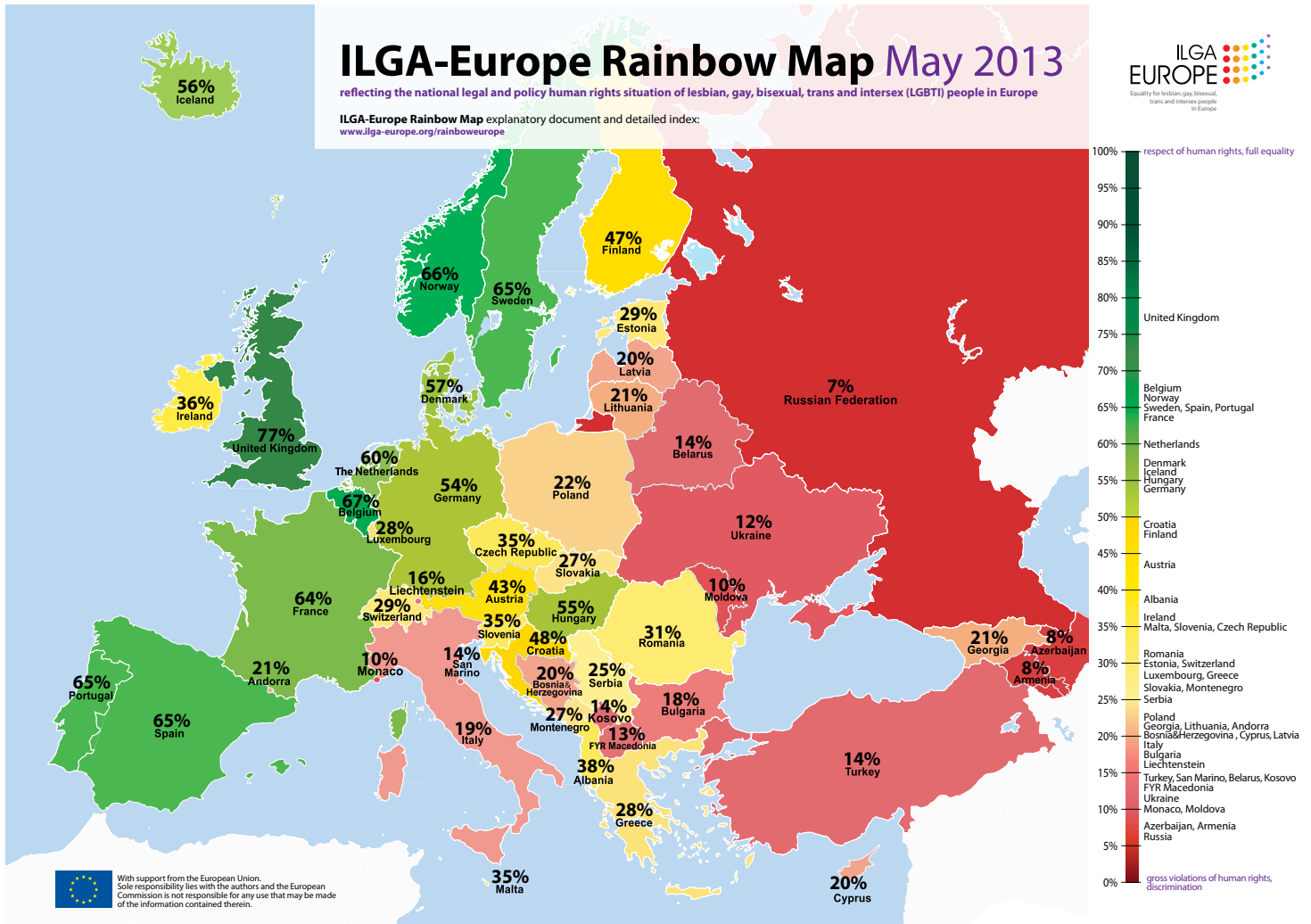
#### A note about language:

Most clubs have self-described using 'LGBT' and we have kept to the language that groups have used to describe themselves. There are a few variations in terminology, however, with key terms below. For a definition of these key terms, please see Glossary.

Lesbian  
Gay  
Bisexual  
Trans  
Intersex  
Queer

# The state of LGBT rights in Europe

The ILGA Europe Rainbow map below reflects the national legal policy and human rights situation of lesbian, gay, bisexual, transgender and intersex people in Europe.



ILGA-Europe is the European Region of the International Lesbian, Gay, Bisexual, Trans & Intersex Association. The organisation works for equality and human rights for lesbian, gay, bisexual, trans & intersex (LGBTI) people at a European level. Annually ILGA-Europe produces a review of the human rights situation of lesbian, gay, bisexual, trans and intersex people in Europe.

The report is also summarised in the map above, which provides a visual key to LGBTI human rights across the continent. The map can be read at a glance. Countries with the deepest shade of green represent countries exhibiting the greatest respect for human rights, whilst countries shaded red exhibit gross violations of human rights. The map can also be downloaded as a PDF from the ILGA-Europe website: [http://www.ilga-europe.org/home/publications/reports\\_and\\_other\\_materials/rainbow\\_europe](http://www.ilga-europe.org/home/publications/reports_and_other_materials/rainbow_europe)

## European Survey

On 17 May 2013, the International Day Against Homophobia and Transphobia (IDAHO), the Fundamental Rights Agency published the results of the largest ever survey into the LGBT experiences of discrimination in Europe and Croatia. 93,000 respondents completed the survey, making the largest international survey of its kind.

- Almost half (47 %) of all respondents said that they had felt personally discriminated against or harassed on the grounds of sexual orientation in the year preceding the survey.
- Over 80 % of respondents in every EU Member State recall negative comments or bullying of LGBT youth at school.
- Two thirds (67 %) of all respondents said they often or always hid or disguised that they were LGBT during their schooling before the age of 18.
- One in five of those respondents who were employed and/or looked for a job in the 12 months preceding the survey felt discriminated in these situations in the past year. This figure rises to one in three of the transgender respondents.
- Of the respondents who had visited a café, restaurant, bar or nightclub in the year preceding the survey, one in five (18 %) had felt personally discriminated against at that location in the past year because of being LGBT.
- A quarter (26 %) of all EU LGBT survey respondents had been attacked or threatened with violence in the previous five years.
- About three in 10 of all transgender respondents said they were victims of violence or threats of violence more than three times in the past year.
- A majority of respondents who had experienced violence (59 %) in the past year said that the last attack or threat of violence happened partly or completely because they were perceived to be LGBT.
- Fewer than one in five (17 %) reported to the police the most recent incident of hate-motivated violence that had happened to them. Some 66% of respondents across all EU Member States are scared of holding hands in public with a same-sex partner. For gay and bisexual men respondents, this figure amounted to 74 % and 78 %, respectively.
- More than four-fifths of all respondents said that casual jokes about LGBT persons in everyday life were widespread.
- Almost half of all respondents believed that offensive language about LGBT persons by politicians was widespread in their country of residence.

Complete report is available for download at:

[http://fra.europa.eu/sites/default/files/eu-lgbt-survey-results-at-a-glance\\_en.pdf](http://fra.europa.eu/sites/default/files/eu-lgbt-survey-results-at-a-glance_en.pdf)



# The state of LGBT sport in Europe

Facing exclusion from the mainstream, LGBT Europeans began to organise sport for themselves as early as the 1970s. A decade later saw the emergence of the first LGBT sports groups. Experiencing discrimination and, all too often, harassment, LGBT people established spaces where they could participate in their chosen sport amongst equals without fear of prejudice.

The first LGBT self-organised sports groups emerged in Germany and the Netherlands, closely followed by clubs in Denmark, and then, a decade later, clubs emerged in Spain, Finland, Italy, France and the UK. What can be described as an LGBT 'Sports Movement' now spans the whole of Europe with many clubs having emerged in Central and Eastern Europe from the first decade of the twenty-first century onwards.

LGBT sports organisation throughout Europe is diverse and generally reflects grass roots sports organisation within member states in its nature. As a result, a federated system of sports organisation exists in France, Le Fédération Sportive Gaie et Lesbienne represents thirty-six local sports associations, whilst in Germany and the Netherlands, large local multi-sports groups such as S C Janus and Kouros represent many thousands of individual sports men and women at all levels.

In Central and Eastern Europe, where LGBT human rights advances fall behind those in the West, LGBT sports organisation may be closely linked with human rights campaigns and, indeed, some LGBT sport may be instigated by human rights organisations themselves. From these countries a younger LGBT sports community is emerging with new ideas and priorities.

In conclusion, it is fair to say, that some of the good practice projects outlined in this guide operate in established LGBT sports communities and networks with an infrastructure representing more than thirty years operation, whilst others operate in isolation, in countries where living openly as an LGBT person remains a daily challenge. As such, each of the projects should be considered in its local and regional context.

# Best practice projects to prevent and fight violence and intolerance in sport

The following good practice outlines, described by the delivery organisations themselves represent innovative work being undertaken in Europe's diverse communities. Each project outline is prefaced by an introductory paragraph to explain the context of the initiative in relation to the community/country in which it has been delivered.

## *Taking on homophobia in a German community football club*

*This project is considered to represent good practice as it builds on existing work within a grass-roots sport context within Germany. Germany currently scores 55% in ILGA Europe's Human Rights review, making it one of the top ten LGBT friendly countries in Europe. The project, however, attempts to drill down beyond policy to record and challenge the attitudes and beliefs of its members to homophobia and LGBT inclusion in sport.*

### **Roter Stern Leipzig**

Red Star Leipzig '99 eV (RSL) is a sports club based in Germany, and established in 1999. The club has over 500 members and several teams – men's, women's and youth. The men's first team play in the Leipzig City League. The club has an explicitly anti discrimination and left-wing agenda, mixing sports participation with clear political goals around inclusion.

#### **Project:**

##### **Context**

Discrimination such as racism, sexism and homophobia are societal problems that also exist in the social context of sports. Roter Stern Leipzig (RSL) is committed to fighting these forms of discrimination. Until today RSL addressed the topic of discrimination, neonazism and violence in (main-stream) sports mainly via critiquing the negative example of other soccer clubs or federations. A possible consequence of this practice is that RSL members may conclude that they are not themselves subject to these kinds of problems and reflection on their own attitudes and discriminatory behaviour might diminish.

Following this observation, a working group within the sports club RSL would like to conduct quantitative and qualitative studies to find out more about the collective orientation, experiences of discrimination and the individual extent of prejudices as well as counter-strategies.

## Aims

Our aims were to find out:

1. To what extent the club's public anti-discriminatory statements are felt by the club's membership
2. Which categories of differentiation do exist especially in left-wing-orientated projects and what role problematic attitudes towards other social groups play in this context
3. What the members feel about a project to tackle homophobia and what opportunities to challenge homophobia can be identified

## Method

We wanted to achieve our aims by conducting research in order to form an evidence -based analysis of attitudes in our club alongside the dissemination of strategies to tackle homophobia.

## Outcome

We collected data regarding homophobic attitudes and behaviour within the sports club Red Star Leipzig '99 e.V. in 2012. To collect the data, we used the methods of group discussions and questionnaires. The data was then assessed in an evaluation group ("AG Inhalt") that was open for members as well as non-members of the sports club. Out of eight group discussions three were chosen and the data was then reduced to 30 pages. With the help of this basic data material two workshops were organised. Each workshop was held by an external course instructor, Josefine Paul and Jan Tölva. Both workshops had been advertised on the internet (Facebook, web-page, e-mail) and with flyers. Each workshop was visited by 15 people. Most of them were members of Red Star Leipzig.

Tölva's presentation started off with a theoretical input on homosexuality and heteronormativity in society. After that the workshop's participants discussed the current state of behaviour and attitudes towards homosexuality within the sports club. The discussion was based on a selection of quotes from the data resources.



The image shows a flyer for a workshop titled "Workshop 'Strategien gegen Homophobie beim RSL' mit J. Paul" (23.1.2013) at the Roter Stern Leipzig. The flyer includes an invitation to a group discussion, a list of facts about the workshop (date, time, location), and a list of sponsors including the European Gay & Lesbian Sport Federation, the European Commission, the Rosa-Luxemburg-Stiftung, and the Stadt Leipzig. A photograph of a group of people holding a rainbow flag with the text "HOMOPHOBIE" is also visible.

**ROTER STERN LEIPZIG**

**Workshop "Strategien gegen Homophobie beim RSL" mit J. Paul**  
(23.1.2013)

Liebe Sterne,  
wir, die AG Inhalt, laden euch herzlich zum Workshop "Strategien gegen Homophobie" am 8. Februar (Anfang um 19 Uhr) ein. Diesmal ist als externe Referentin Josefine Paul (Info unter <http://josefine-paul.de/>) aus dem ferren Münster eingeladen. Wir freuen uns auf einen angenehmen Abend in gewohnt gemüthlicher Atmosphäre im LinXXnet.

**Vorbereitungsskript** kann unter [vorstand@rotersternleipzig.de](mailto:vorstand@rotersternleipzig.de) angefordert werden.

**Kurz die Fakten:**

- Inhalt: Was tun gegen Homophobie beim Stern?
- Ziel: Entwicklung von praxistauglichen Gegenstrategien.
- Referentin: Josefine Paul (Mitglied des Landtags in NRW)
- Wann: Freitag, den 8. Februar
- Zeit: 19.00 Uhr
- Wo: LinXXnet (Bismarckstr. 3, 04277 Leipzig)

Im letzten Jahr haben wir in einem Teams Gruppendiskussionen über Diskriminierung im Fußball durchgeführt. Bei der Auswertung haben wir uns zunächst auf die Analyse von Homophobie im Fußball konzentriert. Einen vorläufigen Diskussionsentwurf der Auswertung haben wir erstellt (Bei Interesse bitte unter [vorstand@rotersternleipzig.de](mailto:vorstand@rotersternleipzig.de) anfordern). Wir denken, dass die Lektüre die beste Vorbereitung auf den Workshop darstellt. Wir hoffen, dass auf die lebhaften Diskussionen in den Teams eine ebenso lebhafte Auswertungsdiskussion am 8.2. folgen wird. Denn das bloße Reden über etwas (hier die Abwertung von Homosexualität), schafft noch keine Veränderung. Am 8.2. soll genau dieser Anspruch des Roter Stern Leipzig, wie es vielfach von Euch in den Gruppendiskussionen geäußert wurde, einen weiteren Impuls erhalten.

Viel Spaß beim Lesen und über eine kleine Rückmeldung, wenn ihr am Workshop teilnehmt, freuen wir uns.

bis bald

Eure AG Inhalt

Mit freundlicher Unterstützung der Rosa-Luxemburg-Stiftung Berlin, des Lokalen Aktionsplans Leipzig, der European Gay & Lesbian Sport Federation und der European Commission.\*\*

\* Josefine Paul ist Abgeordnete im Landtag von NRW.

\*\* This program received the financial support of the EU Commission (DG Education and Culture) as part of the project coordinated by the European Gay and Lesbian Sport Federation on "Preventing and Fighting Homophobic Violence in Sport".

**European Gay & Lesbian Sport Federation**

**European Commission**

**Stadt Leipzig**  
Universität, Jugend, Sport und  
Rehabilitationssport

**ROSA LUXEMBURG STIFTUNG**

The second workshop, which took place on 8/2/2013, aimed at the development of concrete action strategies against homophobia that could then be implemented not only within the sports club itself but in any external social structure. For that reason federal state parliament member Josefine Paul from North Rhine-Westphalia, who is an expert on issues of sport and discrimination, had acquainted herself with the collected data and instructed the workshop. The discussion resulted in a list of concrete measures that can be put into practice in the sports club.

A final report was written that has been discussed and assessed within the evaluation group “AG Inhalt”. This final report presents the basis for a brochure, which has been printed with the Pride in Sport funding. The brochure is intended to be distributed for free among the almost 600 members of the sports club as well as among the Red Star Leipzig fan base (average number of spectators in 2011/2012: 400). Through the brochures we expect to be able to raise an increased awareness of the topic of homophobia within football and to promote the realisation of counter strategies against it.

Furthermore this project allows us to reach out to various external protagonists in sport, politics and media like other sports clubs, football associations and organisations. In order to achieve this, the creation of a help guide is planned that presents the results and action strategies to its readers. In addition we are planning an exhibition “Football and Homophobia” (“Fußball und Homophobie”) in 2013 which will be another opportunity to present our findings to a vast number of people.

## Helping beginners through the “Zero Sports Program” in Spain

*This project is considered good practice as it operates in a country which scores highly on LGBT human rights. It identifies a need for entry-level participation activities within its own club and community, offering these opportunities to the wider population; highlighting that good practice in engaging particular communities in sports participation can create universally welcoming environments.*

### **A.D. LGTB ELAIOS**

Elaios is a mixed social and sports club that is open to everyone, regardless of their gender or sexual orientation. Elaios has 210 members, 38% of whom are women. Elaios provides members with opportunities to participate in many sports such as volleyball (the men’s team has won the Aragon Regional League for the two last years), swimming, tennis, skating, racquetball, hiking, basketball and leisure sports.

One of our goals is the promotion of sport among the LGBT+ community, both as a healthy and fun lifestyle and as a contribution to integration through the visibility of the LGBT community in society. We create, therefore, a healthy and attractive environment for LGBT people to be accepted and socialise.

We also aim to ‘normalise’ the visibility of LGBT people in society. As a result, we ensure that all of our activities are publicly visible and that consciousness of our role in challenging homophobia through social participation is part of the clubs philosophy.

We firmly believe that our work is an important contribution to raising awareness in society of issues of discrimination in the world of Sport.

## **Project:**

### **Context**

The idea for this program came about two years ago when we found that many people who came to our club to try sports struggled to fit in and didn't stay long. We discovered that the reason for this was that there was too big a gap between the ability level of new beginners, and the majority of people who already belonged to the club who were competent at their sport and slightly older.

Two years ago, as a consequence, we decided to start a new class teaching volleyball to beginners. The emphasis in the class was on participation itself, not on achieving excellence or the development of sports skill.

The group was a success and is still active today. It trains in Zaragoza City Council facilities and is open to everyone regardless of their sexual orientation or gender identity (40% of its members are heterosexual). With the help of the Aragonese Federation of Volleyball, the club is advertised in the neighbourhood where the club is based and everyone is encouraged to come along.

After this initial success, we set up 'Zero' groups in other sports: swimming, tennis, basketball and paddle. In each of these classes, coaches work with new athletes to practice these sports for an hour a week, always using the public facilities from Zaragoza City Council.

Additionally, we decided to organise an open day with all our partners and members every two months. On these open days we provide opportunities for all members to meet and for people interested in joining to try new sports. This gives people confidence to approach the club and get to be known among club members. It also means that people who are socially unconfident, those do not consider themselves good at sports, or those who have experienced homophobia, can participate in a class where they feel comfortable and at ease playing sports in an environment where they are free from discrimination.

### **Aims**

The aims of the project were to:

- increase the number of members joining our 'Zero' sports groups
- increase the number of heterosexual members who are part of the club

Both of these aims allowed us to increase the numbers of people practicing sports in a safe environment and to increase the integration of LGBT people with people hitherto outside of the LGBT community.

### **Methods**

The grant will help us to continue to run our existing programme of activities and to improve our promotion of the club programme.

## Outcome

We began our Program in the first week of September with a Mixed Volley Group. In the last week of September, we began groups of woman playing basketball and increased the number of training sessions for both sports.

In October we began with other sports groups like badminton, tennis and Basketball for men, and we increased again the training sessions for our Volleyball and Basketball groups for women.

The activities were organized by sports graduate coaches and were communicated to all our members and all our friends through mailing lists, Facebook and Web Information. In addition, flyers and posters containing information about the programme were placed in Sports Centres, Entertainment Places and in the Aragon University.

The program was included in the Annual Activity of the Aragonese Volleyball's Federation and with information distributed by the Government of Saragossa.

We feel the project has been a great success, and therefore we have extended the programme until the end of May. Nearly 100 sportsmen and sportswomen have joined our programme in the time it has been running. In addition, the Government of the City has been interested in learning from our program for preventing homophobic violence & intolerance in sport.



## The Red Ribbon Ball: supporting LGBT sport in England

*Within the UK, which scores highest on ILGA Europe's annual review of LGBT Human Rights, this project represents good practice in delivering partnership between the LGBT sport sector and a trade union, linking issues such as sports participation, HIV and hate crime in an attempt to educate and inform attitudes. ILGA notes that even in the UK 'worryingly high levels of homophobia and transphobia in society' persist.*

### Northern Wave Swimming Club

Northern Wave Swimming Club is run by volunteers as one of the most established and successful lesbian and gay sports clubs in Europe. The LGBT swimming club caters for most levels of ability, from beginners and improvers through to high performing masters, with regular social events, great coaching, overseas LGBT sports events trips, and with a focus on a welcome atmosphere. A diverse and friendly community of people, Northern Wave offers hope and opportunity to LGBT people as an affordable and healthy addition to their health improvement. We hope that people at the club make new friends and through our social inclusion commitment we aim to help people to overcome fear of hate crime and widen knowledge on topics such as homophobia.

## **Project:**

### **Context**

Northern Wave Swimming Club organised a Red Ribbon Ball - a celebration within the LGBT community while raising funds for LGBT good causes. The backdrop of the event focused on combating not only HIV-Aids but on homophobia and hate crimes as a coordinated approach to the barriers and problems that still face the LGBT community.

The event also provided a first link between Northern Wave and Unison, one of the largest public sector unions in the UK. The RAINBOW project was formed to take place around this event.

### **Aims**

The aims of the project were as follows:

R: Raise awareness of homophobia in sport, using our established volunteers in the development of the project content, linking with other groups in the UK and making a difference by producing a time to celebrate the achievements of the LGBT community.

A: Achieve a quality presentation, using stage and media at the event that will convey the 'intolerance in sport' message and that will provide the opportunity to connect the message into the public domain press.

I: Inspire sports groups to grasp the legacy opportunity of the London Olympics by us holding a new network meeting on how sports can help prevent and fight homophobic violence by, for example, groups such as Unison LGBT getting closer involved with sporting groups, not only in swimming but to inspire participation in multi-sports groups.

N: Nominate through public invite prior to the event The Leading Light in Preventing & Fighting Homophobic Violence & Intolerance in UK Sport (person or organisation). The result and trophy will be presented at this LGBT community Red Ribbon Ball.

B: Build better, stronger relationships with potential future funders such as Unions.

O: Organise not only an event of excellence but launch the message on inspiring a greater number of members and friends to sign up to taking part at the World Outgames Antwerp 2013.

W: Welcome family and friends into taking part at LGBT social events as ways to expand the important messages on preventing and fighting homophobia.

### **Method**

The small grant contributed to our aims for this event by providing:

- Video projection and presentation of information on homophobia in sport
- Multi event photographic display on preventing homophobia in sport and HIV-Aids
- Flyers promoting the project theme and reaching into the community
- Trophy for presentation to the leading light (item N in the aims)
- Meeting room – city centre- for the post event , to captivate the greater links with organisation that will target further support for the LGBT community groups

- Post event leaflet on Preventing & Fighting Homophobic Violence & Intolerance in Sport with details of groups that supported the action

## Outcome

Northern Wave achieved each of their aims as follows:

R: Achieved by getting together club volunteers with appropriate skills to produce a club video that projects the diversity, inclusion and equality of Northern Wave Swimming Club. While other club videos cost thousands of pounds our budget control was maintained in a lively and motivating production. This was our LGBT window to a wider community showcasing that homophobia is not allowed in our sports club, seen by over 600 members and others in the LGBT community. Our volunteers learnt from each other on how media use can help solve problems.

A: The quality of our presentation was bench tested at the Red Ribbon Ball in Manchester 2012. This was in the stall information format on entry, capturing interest of 150 delegates and guests from across the LGBT community including the largest public sector Union in the UK, LGBT's business association, local community groups, national bodies, sports groups and attendees from our club membership. The video was a great success supported by our LGBT time line print creation that displayed the progress of the Manchester LGBT sports community and how inclusion overcomes a community of hate, fear and isolation (including the tackling of homophobia).

I: Our club met with Just a Ball Game? at Urbis Museum Manchester attended by the Professional Football Association and VIPs as an example of wider opportunities that cascade these projects' message. The exhibition shown at this event was seen by 2,000 people which enabled us to understand the added value of sharing the outreaching messages from the projects.

N: Award presented to our Club Chair (Olympic Torch Bearer) for pioneering achievements in the LGBT community.

B: Successful motivational event at the Red Ribbon Ball.







O: On-going action, with more swimmers than took part in 2012 EuroGames (Budapest) already committed to Antwerp Outgames 2013.

W: Our club Social Secretary is using our bespoke flyer to reach others with preventing and fighting homophobic violence in sport as its central message. Our flyer launches at the revamped opening of a Canal Street community pub.

## Scotland: Using film to promote a positive message across Europe

*Linking LGBT sportspeople both in Scotland and Hungary this project can be seen as good practice in highlighting the positive experience of LGBT people in mainstream sport. During 2012, research in Scotland 'Out for Sport' highlighted the prevalence of homophobia in sport; 79% of respondents reported a 'problem' with homophobia in sport.*

### LEAP Sports Scotland

LEAP Sports Scotland is an umbrella organisation for LGBT sports groups across Scotland. LEAP Sports Scotland is run by LGBT community volunteers across Scotland who passionately believe in supporting the physical health needs of the LGBT community through sport and outdoor activity.

We focus on the following areas of work:

1. Multimedia work which includes: creating a website to act as a central portal for all LGBT sports groups and clubs across Scotland, allowing LGBT people to find information easily; having an online discussion forum for LGBT people to share ideas about accessible groups and opportunities.
2. Running community sports events, festivals and beginner events to encourage LGBT community members to take up sports and outdoor activity opportunities.
3. Working with the leaders and committee members of LGBT sports groups and clubs across Scotland to ensure that groups are well developed, resourced and run. This includes training and start up toolkits to encourage new leaders to start groups.

4. Working with sports governing bodies to ensure that their policies are inclusive of LGBT people and that LGBT sports people across Scotland can participate fully within their chosen sports.
5. Campaign and raise the profile of LGBT people in sport, and equality within sport.
6. Working with public authorities and the general public to ensure that there is lasting positive legacy for LGBT people from major sporting events.

## **Project:**

### **Context**

LEAP Sports Scotland were planning to apply for funding in the UK which would allow us to develop a series of short films centred around different issues of homophobia in different sports, and release these gradually as part of a bigger awareness raising and viral social media campaign. To begin this project, we wanted to do a 'pilot' film - the first in the series of events, and a film that would help us to demonstrate to a funder that this was a viable and fundable project. We felt this would ensure that the individual piece of work had a bigger context, and could demonstrate some legacy beyond the project itself.

### **Aims**

We aimed to:

- raise the issue of homophobia in sport
- raise the profile of LGBT sports groups in Scotland and in Hungary
- demonstrate that many issues are similar in different parts of Europe and show solidarity with our European counterparts

### **Method**

We spoke with filmmakers in Hungary and Scotland, and planned to use both of these people in the filming, editing, and production of the film. They planned to split the work equally and to make this a clear joint two nation project. The Hungarian independent filmmaker was Maria Takacs who also works with Labrisz, a lesbian and bisexual women's organisation in Hungary. Vilte Vaitkute is a Lithuanian independent filmmaker based in Scotland who has done work with the Media Co-op in Scotland. Both women aimed to collaborate on the film.

### **Outcome**

During the consultation period with both film makers, it was agreed that as LEAP Sports' first film, it was important to have a positive and encouraging message. As a result the film follows two openly LGBT sports people who are supported within their mainstream sports clubs in Scotland and Hungary. The film ends with a call to other LGBT people to get involved in sport. The film clearly achieves the second two aims set out in the proposal, but rather than highlighting homophobia, this film focuses on increasing visibility of LGBT people in mainstream sport.



During the consultation period, the Scottish film maker engaged with many LGBT and mainstream sports clubs across Scotland. This process gave LEAP Sports a deeper understanding of the issues faced by LGBT people in sport, some of the challenges faced by the sports clubs and a selection of ideas for future film projects. It has also increased LEAP Sports' profile with sports clubs and our network for promoting events, activities and campaigns.

The film was launched in Scotland at LEAP Sports' Development Day on 23rd March to an audience of over 40 people who are involved in LGBT sports clubs and groups across Scotland. The film was also launched online at the same time, using LEAP Sports' website and social media sites (Facebook, twitter, you tube) to promote it to our online networks of over 400 followers. Each participant in the conference was asked to share the film with the full membership of their club, as well as with family and friends to ensure the film reaches a wide and varied audience.

This online distribution was also supported by the Hungarian film maker and the Hungarian lesbian and bisexual women's organisation, Labrisz, to ensure the film's profile is also strong in Hungary. Finally LEAP Sports plans to send the film to other European-wide LGBT organisations, such as ILGA (International Lesbian & Gay Association) Europe and IGLYO (International LGBTQ Youth & Student Organisation) to ensure the film reaches LGBT organisations across Europe.

The film can be downloaded here: <http://www.youtube.com/watch?v=4AuzjywnLhM>

## Change through education in Holland: 'Our club is for everyone, also for gays!'

*The Netherlands score highly in terms of human rights policy and legislation and yet almost half its LGB population adapt their behaviour in public for fear of negative reactions and half of trans people have experienced negative comments and harassment (ILGA Europe, May 2013). The good practice of this project lies in its approach to 'normalise' the participation of LGB people in grass roots sport, paving the way for improved sports participation in the mainstream.*

### John Blankenstein Foundation

The John Blankenstein Foundation was set up in 2008, in memory of the first Dutch gay referee, John Blankenstein. The Foundation's aim is to promote the social acceptance of LGBT's in team sports.

In 2008, the Foundation published 'Equal Draw: Portraits of Gay Sportsmen and Women'. In 2009 it was a co-initiator of a boat with top sportsmen and women at the canal pride in Amsterdam. In 2010 it organised the 'Gay Sport Cafe' project which set up a network to build bridges between gay and straight people and between athletes, sports governing bodies, municipal authorities and industry. The Blankenstein Foundation also tracks attitudes towards LGBT's in sport and gives advice to soccer clubs at both an amateur and professional level in The Netherlands.

#### **Project:**

##### Context

The John Blankenstein Foundation decided that it would be effective to create tools to promote the social acceptance of sexual minorities in sports. In January 2012 the John Blankenstein Foundation developed a manual for amateur soccer clubs aimed at helping them to make their team inclusive of LGBT people. The manual 'Our club is for everybody. Gay or straight' was introduced by several clubs in the region of Amsterdam, and later on in the region of The Hague.

The manual was based on evidence that many coaches, players, parents and fans were not aware of the exclusion of LGBT competitors.

The manual created was very practical: it presented a statement of acceptance that could be used by the club, gave five guidelines for promoting acceptance and offered further support by the John Blankenstein Foundation.

The manual was a great success, and the Blankenstein Foundation decided to produce a similar manual for one of the other big sports in Holland: hockey.

##### Aim

- Promote the inclusion of LGBT sportspeople in hockey

## Method

The production and dissemination of a manual for hockey clubs

## Outcome

The first meetings with the Dutch national hockey league were not very successful. It seemed that collaboration was slow or at least not participatory. However the success of the project of the John Blankenstein Foundation in the field of football had not gone unnoticed by several national sport leagues that are participating in the "Alliantie Gelijkspelen" – a national collaboration of organisations working together to tackle homophobia across sports.

The John Blankenstein Foundation inspired the other partners in the 'Alliantie Gelijkspelen' to think about and collaborate towards the development of a practical manual that could be used for all sport clubs, regardless of the sport(s) on offer to their members. It was agreed that the manual for football clubs be the template, as it had proved to be successful.

The result was a brochure called: 'Our club is for everyone. Also for gays'. The brochure has pictures of men and women as well as children playing basketball. Several top athletes gave statements that were included in the brochure. André Bolhuis, president of the Dutch Olympic Committee (NOC\*NSF) said: "As NOC8NSF we believe that everyone should be able to enjoy sports in a safe environment. It is the responsibility of all board members, trainers, volunteers, athletes and fans in sports to create this safe environment. Of course also for gays, lesbians and bisexuals."

The strength of the brochure is that it contains tips and examples that can be used directly in a club's policy or club's brochures.

The brochure has been distributed for free to all clubs wanting to do something on creating a safe environment for LGBT inclusion. The John Blankenstein Foundation offers extra help in the form of speaking at meeting of clubs, helping board members of sport clubs etc.

Several sport clubs in the The Hague region already made use of this offer and the John Blankenstein Foundation contributed to several successful informative gatherings making use of the brochure.



# HIV-AIDS awareness working with semi-professional clubs in England

*Despite significant progress on LGBT human rights in the UK, significant barriers to participation exist in football, and indeed other sports. Research by the National Union of Students (2012) showed that more than a third of young LGBT people participating in a team sport in education were not 'out' to their teammates, coaches and managers about their sexual orientation and gender identity. This project can therefore be seen as good practice in raising the profile of homophobia and prejudice surrounding HIV in sport within this environment.*

## Just a Ball Game?

The organization is a campaigns and activist group for lesbian, gay, bisexual and trans people in football and other sports. We are football (and other sports) fans who are members of an LGBT community in the North West, who recognize the need to have a voice and be seen to help empower other LGBT's with their lives and lifestyles. We hope to raise awareness around many LGBT issues, challenge homophobia, offer research and support for others who work around many strands of equality and diversity, empower others to have the courage to be themselves and not hide just because they are different..

### **Project:**

#### Context

JBG? has been working in football for several years to raise awareness of and challenge homophobia. We have built good working relationships with several professional and semi-professional clubs in the north east, and two such clubs wanted to raise awareness of the work of JBG? and also to recognise the work done in football by HIV SPORT, as part of a project to recognise World Aids day.

#### Aims

The aims of the project were to:

- Raise awareness of the work of JBG? and HIV Sport in football
- Raise awareness of World HIV-AIDS day
- Challenge homophobia in football

#### Methods

JBG? focused on the following activities:

- Being match sponsors for two semi-professional games
- Hosting local LGBT players as guests at the games
- Showing an exhibition of work done as part of the Olympic legacy anti-homophobia work done by final year students in Bournemouth
- Using banners and flyers to recognise World HIV-AIDS day
- Informing local media of the project alongside other LGBT organisations who wished also to join in with the events

- Promoting the 'Think Before you Chant' initiative which aims to guide fans away from making anti-gay comments or abuse at football
- Inviting high profile people from football in the UK to attend

### Outcome

Over a thousand mainstream football fans from 3 English semi-professional clubs (playing in the Blue Square Premier League), and the clubs' officials, were present for the event days at HYDE FC that focused on challenging homophobia and raising awareness of HIV Sport, JBG? and World Aids Day. Over 400 red ribbons were handed out to fans and club staff at HYDE FC during the match on 1st December. Over 400 red ribbons were handed out by AFC Rushden & Diamonds at their cup tie in the FA VASE on 8th December. Alongside this a significant donation was made to an HIV charity as part of the day's events.

As part of the programme, a large 'Think Before You Chant' banner was created and is now on permanent display at the two clubs involved in the project. The games also showcased the 'Time 4 Change – Now' exhibition - the first time this exhibition had been seen in a mainstream sports arena. Requests have now been taken for the exhibition to be used at two more places for LGBT History Month next year. All of these activities raised the profile of the anti-homophobia in football campaign.



## Empowering fans to get involved in the anti-homophobia campaign in England

*Whilst the UK boasts a thriving LGBT football community in terms of hosting the only 11-a-side LGBT football league in the world and more than twenty LGBT football teams throughout the UK, this project aims to unite LGBT and other fans in the campaign against homophobia, recognising that only 8% of the football supporting community will be LGBT, the project aims to unite fans against homophobia. It is in this context that project is considered good practice.*

### Football v Homophobia

Football v Homophobia (FvH) is an international initiative opposing homophobia in football. In England it is the FA's endorsed campaign to tackle homophobia and prejudice against lesbian, gay bisexual and transgender (LGBT) people in grassroots football. Across football in the UK it is the largest specifically designed campaign to tackle issues around homophobia, biphobia and transphobia. In Europe, FvH is backed by FARE and works alongside individuals and clubs across the continent. FvH takes place year round to enable people to take action against prejudice and discrimination based on sexuality or gender identity in football, and to celebrate and welcome diversity. The campaign culminates with a focused 'month of action' in February every year.

#### **Project:**

##### Context

Whilst there is some fans' activity surrounding homophobia & transphobia in football in the UK, there is currently no coordinated campaign. We want to facilitate fans, both gay & straight, getting engaged and active on the issue of discrimination in football. Fans v Homophobia will provide a medium for those fans that want to make a difference, to have a truly effective and representative voice. Furthermore, by starting this initiative, we will enable the LGBT community in football to be better equipped to engage on an organisational and structural level on the key issues.

##### Aim

The aims of the project were to:

- Build a representative and far reaching fans network that stands up against homophobia and transphobia in football

##### Methods

We did the following to achieve our aims:

- Launch a new brand: fans v homophobia, that piggybacks on the already established popularity and representation of FvH.
- Work with the Gay Football Supporters Network in the UK to engage their members in Fans v Homophobia
- Launch this brand across social media: on the FvH website, Facebook and twitter feed



- Create a quarterly fanzine that brings together the community, encourages participation and showcases best practice
- Facilitate this group having an impact on policy decisions in football

## Outcome

Football fans v homophobia was launched on.....The launch took place via the FvH website, twitter feed and Facebook page. Fans were encouraged to sign up to the network, with the promise of the fanzine coming out in the next few weeks.

We worked with the Gay Supporters Network to invite all of their members to register for the network and to sign up for the fanzine.

The first fanzine was released in March 2013. It featured contributions from professional clubs, non league clubs and fans giving humorous, touching and inspiring stories of their love affair with football and their connection to the campaign. Contributions have already been sourced for the next fanzine out later in the year.

The project therefore met all of its goals in terms of the creation of a new brand/ movement and the production of its first key resource.

In terms of meeting the final goal – ‘facilitating this group having an impact on policy decisions in football’, the team are currently planning how fans can be brought together to discuss ideas further and to influence the football landscape to take the next steps forward in tackling homophobia in football. A Fans v Homophobia conference is due to be held later in the year.



## Addressing HIV taboos in Spain

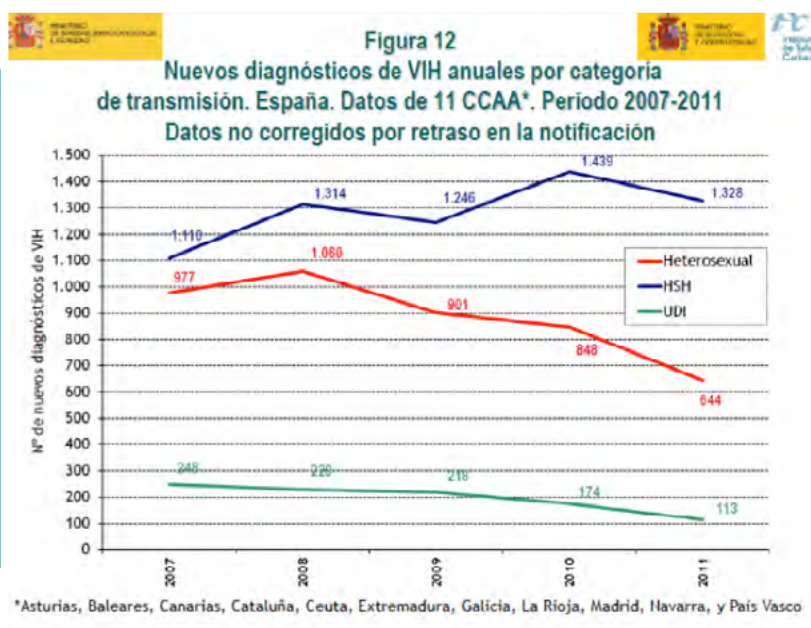
Taking place in one of Europe's most enfranchised countries for LGBT people in terms of policy and legislation, this project drills down on areas of concern for the LGBT community, namely increased HIV/AIDS transmission. The project takes an approach of empowerment and combatting stigma both within and without the LGBT community and uses sport to draw attention to key issues.

### Panteres Grogues

Panteres Grogues was created in 1994 and is a non-profit organization that aims to provide a place where gays, lesbians, bisexuals and transsexuals, as well as friendly non-LGBT people, are able to practice sports in a safe and relaxed environment. Currently we have a number of sports on offer including; athletics, ballroom dancing, basketball, cycling, squash, skiing, soccer, swimming, tennis, table tennis, petanque, hiking, sailing and volleyball.

### Project:

#### Context



The incidence of HIV is decreasing in Spain, but more work needs to be done.

It is important that this work focuses on prevention, but also on challenging the myths and stereotypes that affect those with HIV. Such myths and stereotypes often lead to discrimination and violence.

As a result of the contacts between the members of both Barcelonese organisations, Panteres Grogues (Barcelona's LGBT Sports Club) and Comite 1r de Desembre (association in support of HIV/AIDS prevention campaigns) the idea arose to collaborate in a joint event in celebration of the World Day against Aids. The basic idea was to organise an event that would actively bring people together and create awareness about HIV/AIDS for those that usually never approach stands, meetings etc about these kinds of topics.

## Aims

The aims of the project were to:

- Increase the social inclusion of LGBT people by using sport to improve the visibility of the LGBT community
- Challenge homophobia and violence from both within and without the LGBT community by creating good practice guidance on how to address HIV issues
- Create a positive and open minded response towards HIV+ people and issues by openly addressing the HIV taboos within the LGBT and non-LGBT community



## Method:

This year was the second year that Panteres Grogues and the Comité 1r de Desembre (1st December committee) have successfully worked together to organise the Pedalaria solidaria pel VIH/SIDA (city bike tour around Barcelona in support of the battle against HIV/AIDS).

With this in mind we thought it appropriate to copy our yearly bike ride we organise during Barcelona's Pride Week: The Bicicletada del Orgullo (Pride Bike Ride). This Bicicletada is a playful concentration of Panteres Grogues' cyclists and open to anyone who wishes to participate in a funny and striking party with balloons and whistles throughout the main streets of Barcelona transmitting a message of anti-discrimination and acceptance in line with the Pride Week.

## Outcome:

We reached a wide audience through our event. We connected with the non-LGBT public through the involvement of the Government and cycling Sports Federation, as well as through the publicity done in the street and during the cycling parade.

We were able to reach the LGBT public through the involvement of the LGBT community and by spreading information through LGBT events, and other associations.

The association of our club with the 1st of December Committee (a network that gathers many organisations), has strengthened the network of LGBT organisations able to give a positive and accurate representation on issues to the non-LGBT community.

We also feel that we have set the initial roots for building a good example of how to tackle HIV-phobia from within the sports world.

Although we are not able to track the causal impact, we hope that our event helps in the fight to lower cases of new HIV infection.

Finally, we have been able to tackle not only the HIV-phobia outside the LGBT community, but also from within it. This has been a key goal in getting the LGBT community to participate, in particular members of our sports club and members of other HIV focused associations. Openly addressing the HIV taboos to the LGBT and non-LGBT community has created a positive open minded response when addressing HIV people and issues.

## Inclusion of transgender people in LGB(TIQ) Sport

*The LGBT sports movement has traditionally provided a safe space for gay men and lesbians to practice sport in the face of discrimination. The movement is now facing the challenge of becoming more inclusive of those who may not identify as lesbian or gay, but who align themselves with these communities. This project can be seen as good practice in laying the foundations for this debate within the LGBT sports community across Europe.*

### Artemis (in collaboration of EGLSF)

Artemis is Europe's oldest sport organisation for women and is based in Frankfurt. Founded in 1984, Artemis has over 28 years of experience in dealing with inclusion of women/lesbians in a mainly male dominated sports environment. Artemis has 12 different sports to offer and a culture department.

EGLSF was founded in 1989 in The Hague and is the largest gay and lesbian sport federation in Europe. EGLSF targets mainly European and National (governmental) institutions through its advocacy work and facilitates sports organisations to deal with homophobia in sports. Its aims are to strive for fair play, tolerance and safety in sports for everyone.

#### **Project:**

##### Context

Artemis and EGLSF decided to work together to develop EGLSF's TIQ inclusion work, that is to enlarge the Transgender, Intersex and Queer, as well as Bisexual, presence in sports. As a member of the TIQ inclusion group established during EGLSF's Annual General Assembly of 2012 in Split (Croatia), Artemis hosted a working group meeting on the occasion of the Xmas Tournament, which took place in Frankfurt in December, 7th-9th, 2012. Artemis has relevant experience in this matter, as it is the oldest women/lesbian only sports club in Europe. The club has fought hard to create a safe space for women in sports over several decades and felt this experience would be very relevant for helping TIQ people to become more involved. We hoped that after a planned face-to-face meeting, the TIQ inclusion group would be able to elaborate a formal proposal to modify EGLSF statutes in order to explicitly include the full range of members who might be part of EGLSF.

##### Aims

- Raise awareness of the position of TIQ athletes in (LGBT) sports environment
- Inspire (LGBT) sport clubs to create a safe climate for TIQ athletes
- Welcome TIQ athletes to participate in (LGBT) sport competitions and training sessions

## Method

Artemis hosted a round table discussion with seven participants from five different countries in Europe. The discussion took place in the Artemis premises in Frankfurt (Germany) on Saturday 8 December 2012.

The meeting had a chair that also participated in the discussions. The chair prepared a presentation to guide the participants through the workshop.

## Outcome

The workshop was lively and it was clear that all participants wanted to contribute to reach the goals. We started with the definitions of TIQ so we all had the same starting point.

We looked at the topic from different perspectives:

- Participation in sport competitions
- Participation at grass roots level and in training
- Membership of a (LGBT) sport club

However, we first focused on TIQ inclusion within EGLSF, as during the previous AGA the question of whether EGLSF should include TIQ athletes had been raised, as the statutes of EGLSF currently only mention gays and lesbians.

We agreed that EGLSF should take incremental steps over a period of 2-3 years. Furthermore we agreed that EGLSF should be inclusive for BTIQ athletes.

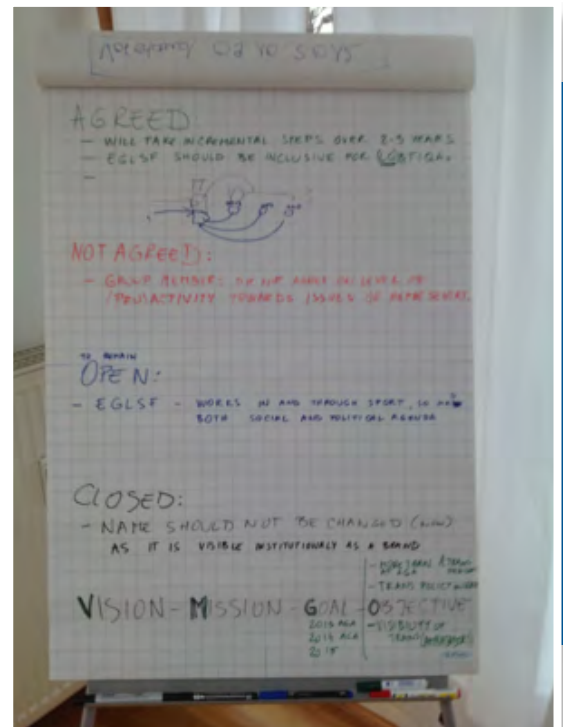
We proposed to close the discussion on changing the name of the federation as EGLSF is now becoming more and more known as the sport federation representing the LGBT sport community and with the most expertise in dealing with homophobia in sports.

We did not agree on the level of (pro) activity of EGLSF towards issues of representing TIQ athletes. This has merely to do with the lack of TIQ members discussing with us about this topic.

What needs to be discussed is the way in which EGLSF should work on this topic. As EGLSF works in and through sports, it is likely to do the same for TIQ inclusion. The work should be done with a social and political agenda.

We decided to organise another workshop at the conference on Pride in Sports at March 1, 2013 in Antwerp (Belgium). At this workshop we talked more elaborately with more participants from more countries. We exchanged our experiences and ideas about TIQ inclusion. We concluded that there is a lot of unawareness on this topic, however the participants were all open to work on it further.

We are aware we have to invite TIQ athletes to talk with us about their inclusion in sports and in the LGBT sports environment in order to make our aim come true. And although we merely made our first step towards real TIQ inclusion, we are on the right track. Our goal is to continue working on TIQ inclusion and facilitating clubs and individuals that have the same goals.



## Becoming trans inclusive in Germany

Challenging its own community to become more inclusive, this project highlights good practice within an organisation, which has existed for 25 years to accommodate the needs to women, but which hasn't explicitly accommodated the needs of trans and gender variant people. The approach makes changes at all levels; policy, education of coaching staff and raising visibility. It also leads to the wider education of local sports facility providers on the inclusion of trans and gender variant people.

### Seitenwechsel Frauen/Lesben Sportverein Berlin

Seitenwechsel is a sports club for women, lesbians, trans and girls. Seitenwechsel aims to help its members gain varied athletic experience, regardless of their skin colour, social and ethnic background, physical condition, age or sexual identity.

Seitenwechsel was founded in 1988 because lesbians wanted to do sports with other lesbians. Today we offer women, trans and girls a broad range of opportunities for sports, recreation and fun. The focus has always been not on achievement but on having fun; regardless, we provide encouragement to achieve one's personal best! Seitenwechsel has roughly eight hundred active members and forty coaches. It is thus the largest of all women/lesbians/trans sports clubs in Europe.

#### **Project:**

##### **Context**

For the last two years the Seitenwechsel board and advisory board have been working to make the club 'open' to trans / gender variant people. Last year we conducted an internal survey to find out about the wishes and identities of our members. The outcome was very interesting and justified the board continuing the debate and developing the process.

This year the annual assembly changed the clubs statutes to include trans explicitly. It is clear though that acceptance even within the club cannot be reached without sensible measures that will allow everybody to express their fears, talk about stereotypes and how to cope with sensitive situations when doing sports with gender variant persons.

##### **Aims**

Our aims were:

- To enhance the acceptance of trans people within our club
- To enhance the acceptance of trans people in public places where our members are doing sport

##### **Method:**

The project was implemented in 4 steps:

1. Changing of statutes to include trans officially in the membership
2. Conducting a workshop for Seitenwechsel coaches on trans in sports to raise awareness of critical situations in and out of the gym
3. Changing of the club name
4. Production of a flyer on "trans/inter in swimming bath and sauna"

## Outcomes

### 1. Change of statutes

In June 2012 a special annual meeting changed the clubs statutes to include trans explicitly. Due to a formal error the whole procedure needed to be repeated. It was decided to combine the name change with the change of statutes within the next regular meeting in February 2013.

### 2. Workshop on trans in sports

It has been clear through the process that acceptance even within the club cannot be reached with a simple change of statutes and without sensible measures that will allow everybody to express their fears, talk about stereotypes and learn how to cope with sensitive situations when doing sports with gender variant persons. Therefore we offered our coaches and club leaders a workshop conducted by TransInterQueer at the end of October. 20% of all coaches took part. Others expressed interest but were not able to make the scheduled session. The workshop included role play and theoretical input.

### 3. Change the name of the club

On February 14th, 2013 at the annual meeting, the statutes were eventually adapted and the clubs name was changed to "Seitenwechsel – Sportverein für FrauenLesbenTrans\* und Madchen". The change will be effective after being registered with the local court. There is a risk that the court will reject the name, but we will wait for the outcome.

### 4. Produce a flyer on "Trans/Inter in Swimming Baths and Saunas"

From October to January a combined working group led by TransInterQueer e.V produced a small guide for the staff of public swimming baths and saunas which could also be distributed to the Berlin Swimming Federation and affiliated clubs. Swimming is something that gender variant persons avoid, or engage in rarely, often in groups so as to feel more safe in changing facilities, showers and while swimming. To be precise with the contents a survey was conducted within trans and inter people. It also asked for their needs and wishes.



# Popularising same sex dancing in Hungary

*Taking place in Hungary, a country with average LGBT human rights legislation within Europe, but whose LGBT face significant challenges. During 2012 a number of regressive legislative proposals were made, but defeated in parliament, highlighting diverse opinions on LGBT rights. Within this context, the project represents good practice in raising the profile of LGBT people and sports/same-sex dance and in working collaboratively with the wider community & offering accessible activity.*

## CHARME

CHARME is the only Hungarian dance club that encourages same-sex ballroom dancing. As well as achieving good results in same sex dance competitions, we have started to build a community around same sex ballroom dancing - organizing higher level trainings for competitors alongside courses for recreational dancers. We also organise social events to encourage diversity amongst our participants.

### **Project:**

#### **Context**

A few years ago some Hungarian dancers went to a same-sex dance competition for fun. To their surprise, they learnt that the dancing competition meant much more than just enjoying sport and competition. What they saw there inspired them: participants at EuroGames and Outgames saw that in Western-Europe there is a different style of freedom, diversity and equality. LGBT people in Western European countries seemed more able to be out than the average person in Hungary.

After a few years some Hungarian dancers became some of the best dancers in Europe, achieving several medals and prizes. With a foundation of dancing success, we decided that it was time to try to use that success to spread the message of what we learned at the EuroGames and Outgames.

#### **Aim**

We aimed to:

- Teach LGBT people to enjoy sports (especially dancing) for the sake of participating, not just competing
- teach LGBT and non LGBT people to get rid of their prejudices and stereotypes about dancing; namely that it should be done in a traditional heterosexual way of dancing with predefined roles and borders. Instead to teach people to use freedom and equality during dancing
- to spread the 'spirit' of diversity, freedom and lack of homophobia that we witness at the Eurogames and Outgames
- to convince disabled people to make sport part of their everyday
- to build relationships with the "straight" dance organizations in Hungary and same-sex dancers



## Method

We organised the following activities:

- media campaign on diversity in dancing – popularize same-sex dancing in society
- 2 days open workshop for straight and same-sex dancers to deepen their technical skills and acceptance of same-sex style dancing – including dance courses and autogenic trainings
- half-year open works-shops for society to popularize sport activities as activity against homophobia as a hobby open for gay and straight people. Including team-building, opening courses next to HIV+ people
- organizing possibilities for public appearance for same-sex dancers at media or at places visited by LGBT society to promote sport activities between

## Outcome

We managed to make a great step forward in the improvement of same sex dancing for Hungary, which is the most popular and most spectacular of LGBT sports in Hungary.

We managed to build a more professional means of communication with the creation of webpages about the LGBT dance community in Budapest, and through the creation of flyers.

The fund was also used to finance rooming needs for workshop and social dancing events

With these steps we managed to reach a wider population to invite to our programs. We also managed to open for straight and disabled people and this has helped us to spread the message of understanding and acceptance of LGBT culture, increasing people's empathy and acceptance of different people.

Some numbers, thanks to the project:

- Increase number of courses held: from 2 to 4
- increase of persons attending the courses: from 16 to 42
- increase of attendance of our social dancing events: from average 18 to average 40
- new websites created: 1
- flyers created, printed and distributed:1000



## Removing taboos in France

*This project enhances the capacity of a Federation with significant influence on the national stage in France to further educate about LGBT sports history and organisation. It also makes best use of existing resources. It is within this context that it can be seen to be good practice.*

### FSGL

The Federation Sportive Gaie et Lesbienne (FSGL) is the national French LGBT sports federation, an NGO representing 30 LGBT sports clubs, covering more than 20 different sports and representing 3000 individual LGBT athletes in France. The FSGL became a full member of the national 'Permanent Committee Against Discrimination in the field of Sport' set up by the French Minister for Sport in 2011. The FSGL also organises the main multi sport LGBT tournament in France, held annually - the Tournoi International de Paris (TIP) -involving more than 1500 participants each year.

The aims of FSGL are to:

- Break the taboos and extend the visibility of the LGBT sport movement
- Open dialogue with mainstream sports federations to prevent all forms of discrimination in sport
- Provide a safe and positive environment for LGBT sports men and women, especially in smaller regional cities where being out still remains difficult
- Support the coming out of top elite athletes, who are very few in France, so they can become role models for young people
- Increase the knowledge and understanding of public and local authorities on the specificities of LGBT sport, especially in providing access to sports facilities and equipment

### Project:

#### Context

The English language version of the EGLSF touring exhibition "Against the Rules: Gays and Lesbians in Sport" was presented for the first time in France during the international colloquium 'Sport and Homosexuals: Models of Integration, Examples of Rejection' held in Paris and organised by FSGL in December 2011. The conference and the exhibition garnered positive attention.

The exhibition in English was hosted two other times in May 2012 in France; once during the 'Tournoi International de Paris' (TIP), and once by the city of Monteuil (one of the largest popular cities in Paris' east suburb) during its event "Europe's Week" focusing this year on sport. These projects showed demand for the exhibition and it was decided that a French language version would be more useful.



The exhibition aims to help remove the taboos from the subject of homosexuality and sport, and draws attention to the various forms of discrimination against sexual minorities that participate. It includes a) concrete examples of discrimination based on sexual orientation and gender identity b) an historical overview of the LGBT sports movement - both at national, European and international level c) a reminder of the ethics and values of the LGBT sport movement and 4) twenty individual portraits of top level athletes in different sports, countries and periods of time (one of these is French - the tennis star Amelie Mauresmo).

### Aim

- To use a new French language version of the 'Against the Rules' exhibition to reach a larger and younger public, to communicate with national and local public authorities and to other share with other sport organisations (such as INSEP...) and mainstream sport federations.

### Method

The project entailed producing the exhibition 'Against the Rules' into French.

### Outcome

The translation was completed at the end of 2012 and the design and printing during the first trimester of 2013 before the end of the project. The new French version of the exhibition is planned to be presented for the first time at the occasion of the 10th anniversary of the TIP in May 2013, and after in Marseille during the Europride games in July 2013.

## Human rights and sport: a community football tournament in Slovenija

*Within the Balkan states, Slovenia remains one of the more open societies, despite scoring only 35% on ILGA Europe's index of legal and policy human rights for 2013. However, 48% of Slovenians believe that discrimination on the grounds of sexual orientation is still widespread (Eurobarometer 2012). In this context the project, which aims to educate young people through combining fun sporting activity, human rights workshops and leadership by LGBT people can be seen as good practice.*

### Out in Slovenia

Out In Slovenija has a 10-year-history as an LGBT sports group. Out In Slovenia began in 2000 and initially functioned as an informal group until 2003, when it became a sports section of Drustvo DIH. Recently in 2010, it became an independent organisation.

Our aim is to offer social activities and fun through sports and recreation. Our activities are of various types, and can be organised by anyone. We try to ensure that the programme and the activities meet the demands and wishes of our members. Our membership is predominantly composed of the LGBT population, but we have a non-discrimination policy, including sexual orientation (among others).



## Project:

### Context

### Aims

The project aimed to:

- promote sport among youth, including LGBTs in sport
- promote human rights and the inclusion of LGBTs in sport in the wider community

### Methods

We planned to achieve our aims by organising a youth football tournament. In addition to the tournament, we aimed to carry out human rights education at a local youth centre.

### Outcomes

A football tournament with a FARE Action Week concept was carried out on Sunday, May 27 in Ljubljana, as a one-day event. Two smaller competitions / tournaments were held – according to age categories (up to 14 and over 15). Altogether, 100 young sportsmen and sportswomen took part in the tournament(s) with vulnerable population groups such as the homeless and asylum seekers also taking part. Unfortunately no LGBT teams participated, but LGBT individuals were present.

Several human rights workshops were held during the year in the local youth center in Zalog, Ljubljana. On the tournament day, additional programmes were organised as well as other activities - basketball, creative workshops, sports & recreation demonstrations. A picnic-like meal was offered, including soft drinks; with the involvement of the local community also in preparation of the meals.

The event was successful. This is the third year that we have run the tournament and we have built excellent relationships with local community organisations. The event now has wide support amongst the local community – schools, churches, local businesses, and parents. We were especially proud to have the Mayor of Ljubljana participating.

Unfortunately, the event did not get a lot of media coverage, apart from internal bulletins and a local radio interview. Challenging fears and prejudice is important, especially among the youth, and by participating in the project year-by-year, we are being recognised as a valuable partner in fighting discrimination.

## Improving LGBT coverage in the media in Slovenia

*Throughout Europe, the media is often perceived by LGBT people and organisations both to ignore LGBT sporting achievements and activity and equally to sensationalise the lives of LGBT performance athletes. This project to educate the media in this area is one of only two such initiatives known to EGLSF and therefore at the forefront of education.*

### **Drustvo DIH**

DIH is a non governmental organisation that deals with issues of discrimination against LGBTQI people.

#### **Project:**

##### **Context**

Homophobia in sports - violence, hate speech and other violations of human rights – perpetrated against LGBT people practicing and competing in sports – is a subject most often ignored by the media. When it is reported on it is covered in a superficial and placatory way. Likewise LGBT sports people are given little positive coverage.

##### **Aims**

The aims of the project were to:

- Raise awareness of homophobia in sports and the associated violence, hate speech and other violations of human rights
- Raise awareness of how the media currently covers such issues
- Increase the amount of positive coverage of LGBT athletes and sports fans

##### **Method**

DIH organised a training seminar and competition for journalists called 'Invisible in Sport', in cooperation with Out In Slovenia. The subject was LGBT people in sports.

##### **Outcome**

We talked about the history of LGBT issues in sport and the situation of successful (out) LGBT athletes in big sports competitions (such as the Olympics). We discussed the situation of LGBT athletes in Slovenia and why there aren't more athletes willing to come out (in Slovenia there is currently only one openly out top professional athlete).

We also addressed some discriminatory actions and statements reported in the media. Some interesting views on the subjects were also presented by our guest speaker, Dr Milan Hosta, a director of the International Institute for Sustainable Development, Policy and Diplomacy in Sport.

We concluded the seminar with some examples of good practice of journalistic work on LGBT people and sport. We also announced the start of the competition in which journalists could compete with articles on issues of LGBT people in sport. Articles had to be written in Slovene or English and previously unpublished. Extra points were awarded for attendance at the seminar, creativity, field work and local (Slovenian) context. A four member committee evaluated the articles and we declared the winner of the competition in our press statement on International Human Rights day on December 10. The winning article was published in a guidance document 'Playground for Everyone' (Igrisce az vsakogar; za strpnost in proti diskriminaciji v sportu) published in cooperation with the Spolint Institute. The awarded top three articles were also published in our online magazine Dihki.

The aim of our project was to attract (media) attention on the problems that LGBT people encounter in the field of sport. Although the media coverage could be more intense, we believe our project was successful and we managed to bring some additional attention to the issue. We are proud to have received some really interesting articles in the competition.



## Working with the national sports federation in Bulgaria

*Overt homophobia and transphobia remain commonplace amongst politicians, religious leaders and extremist groups in Bulgaria (ILGA 2012) and the country has some of the worst legal and policy human rights situation for LGBT people in Europe. In this context, the attempts by the Bulgarian Gay Sports organisation to engage with mainstream sports federations and to create visibility and credibility for their organisation can be seen as an example of good practice.*

### Bulgarian Association Gay Sports

BAGS is a small Sports Association based in Bulgaria. It is one of the few LGBT organisations active in Bulgaria on a national and international level.

#### **Project:**

##### Context

BAGS organise sporting events for the LGBT community and work to challenge homophobia in society. In 2012 we created a national media campaign to support a participant of Mr Gay World who faced discrimination in Bulgaria due to his participation in the competition.

##### Aims

- Challenge homophobia and homophobic attitudes in sport and wider society
- Increase awareness of BAGS to LGBT sports people in Bulgaria

##### Method

We did two things to achieve our aim. Firstly we held a meeting with mainstream sports organisations for the first time. Secondly, we ran a mass communications campaign to promote BAGS and annual LGBT sports camp.

##### Outcome

On Saturday January the 5th 2013 we met for the 1st time with representatives of Mainstream Federations. We discussed Prevention of homophobic and discriminatory practice, the use of Federations' sports bases for gay sport events and the possibility of running joint training camps. The meeting was positive and the main outcomes were:

- BAGS to be registered in Court House ASAP
- BAGS to be able to enter into membership and to participate at the Championships of the local mainstream Federations
- Bulgaria Gay Sport to be able to host the 2014 AGA of EGLSF

Our second aim was to run a mass promotion campaign to enhance the capacity of the club on a national and international level. We centred this around our annual sports camp that took place also in January 2013.



To promote BAGS we produced about 5000 brochures that introduced our club. The brochure explained the benefits of club membership as:

- Being able to do sport with other LGBT people
- Participation at international sports events such as EuroGames and Outgames
- Build social relationships and have fun together

But the main focus in the brochure is the safe environment and protection from homophobia, and we are sure that the involvement of the EU Commission increases the trust in our organisation.

We are currently distributing the brochure around the main LGBT places in the country and hope to disseminate it into formal sports clubs also.

## Inspiring through the stories of others: “Against the rules – Gays and Lesbians in Sport” in Hungary

In a very different context to that of FSGL in France, the translation and exhibiting of the “Against the Rules” exhibition has been a highly successful project in Hungary, particularly in the light of recent developments within the country, where LGBT rights have come under attack.

### Atlasz

*Atlasz S.C. was founded in 2003 as one of the first Central-Eastern EU LGBT sports clubs. Atlasz has 7 divisions (Squash, Swimming, Dancing, Badminton, Handball, Hiking, Women’s football), with regular training sessions, workshops and competitions. Yoga, showdance, rowing and zumba divisions have been initiated recently. Joint hikes, psychological coaching, and other events are organized every month to attract membership. Rural departments have also been established since 2011. The club has over 50 members, both taking part in recreational sport activities and competitions.*



## Project:

### Context

The topic of LGBT sports participation and of the barriers that LGBT people face to participate in sport has never been dealt with in Hungary before. Other than a handful of avid LGBT sports fans and activists, many of the Hungarian LGBT community are unaware of either the rich history of LGBT sport's participation or the fight by LGBT sportspeople to be allowed to compete and to be acknowledged for their achievements.

### Aims

- Inspire LGBT sports people to be proud of their identity and to aggrivate for their rights to be actualised
- Raise the profile of LGBT rights and of the participation in sport by LGBT people

### Method

The project centred around the translation, design and printing of the “Against the Rules – Gays and Lesbians in Sport” exhibition into Hungarian and the showing of the exhibition during and after the Budapest EuroGames in the summer of 2012.

The exhibition consists of 37 banners in total, giving an introduction to and information on elite LGBT athletes such as Amelie Mauresmo, Babe Didrickson, Billie Jean King and Justin Fashanu. It also features information on forms of discrimination against LGBT athletes and tells the stories of athletes who had to struggle against this discrimination in their chosen field. Finally, the exhibition gives details on lesbian & gay clubs & federations and events such as the Gaygames, Outgames and EuroGames.

The exhibition aims to help remove the taboos from the subject of homosexuality and sport, and draw attention to the various forms of discrimination against sexual minorities in sport.

### Outcome

The exhibition “Against the Rules” was translated into Hungarian, and was produced in a pull-up format for easy assembly and travel.

The exhibition was first shown at the Budapest EuroGames in July 2012, along with the English version. The panels were seen by the approximately 3000 participants of the games, and also by most of the visitors to the programme of events held as a compliment to the sport. The workshops, the LGBT Business Conference and the cultural programs and parties attracted a large number of Hungarian LGBT and LGBT friendly people who had previously not been familiar with the topic at all, including activists and partygoers alike. The



number of visitors to the games was approximately another 2000 people, meaning that at the EuroGames, it is estimated that 5000 people received detailed and inspiring information about LGBT participation in sport through the exhibition.

The exhibition was also shown at the Festival of Lesbian Identities (LiFT). The four-day festival attracted approximately 1000 visitors and the exhibition was located along the busiest hall of the main venue in order to generate maximum impact.

The festival usually attracts women from all over the country since there are hardly any lesbian groups or events outside of Budapest. It is always a priority to provide an opportunity for rural lesbians to participate and to take home new ideas to their respective cities and this time the exhibition was a welcome addition to the usual programme content.

Numerous people stopped in recognition of the more familiar sportspeople featured in the exhibition. After reading their stories, visitors went on to familiarize themselves with the other biographies featured as well as the historical narrative of LGBT sport detailed on the panels. Atlasz received many questions about the origins of the exhibition, the research done and also about further opportunities to exhibit the panels for longer periods.

Finally, LGBT History Month was organized for the first time in Hungary with a month full of events, and the exhibition played a starring role in this project. The opening took place in a downtown movie theater with opening speeches by the US Ambassador - Ms. Eleni Tsakopoulos Kounalakis - the British Embassy's Deputy Head of Mission - Theresa Bubbear - and Károly Makk, internationally acclaimed film director (*Another Way*, 1982, Palme d'Or, Cannes). Approximately 300 people attended the event, most of them LGBT activists and politically committed LGBT friendly people. The exhibition was tactfully located in an exhibition hall next to the entrance so that everyone entering therefore had a glimpse. Later during the reception most of the guests visited the exhibition and it also served as a background for photos of "celebrities" and video reports made about LGBT history month for and by Hungarian media.

Since not everyone was able to read all the panels present at this event, Atlasz SC was approached to email out copies of the text in Hungarian – showing a growing interest in the topic and also indicating possibilities for the future exhibition of the panels. Numerous questions were raised about the panels and concrete plans were made for a future exhibition with the Budapest based Central European University. The yearly Atlasz Sports' Day (March 2) will also exhibit a part of the panels in the main hall of the venue. The Sports' Day attracts an average of 4-500 LGBT and LGBT friendly sportspeople.

Atlasz SC. was acknowledged by several visitors for not just the exhibition, but also for the work it has been doing for the last several years – and this was a great opportunity for the club, as well, to step into the limelight.

## Promoting social inclusion through a Futsal tournament in Italy

*This project represents an example of good practice in that it aims to educate through participation. It highlights that gay men have a place in football in a sport often associated with a hyper masculine homophobic culture in a country in which homophobia and transphobia persists.*

### **Bogasport**

The Boga Sports Association ([www.bogasport.it](http://www.bogasport.it)) was established in 2009 giving rise to volleyball and basketball sections first, and soccer, tennis and cycling later on. The aim of our association is to bring together gay men and gay friendly people who enjoy practising sport activities so that they become friends.

The Boga's men are about 75 members who enjoy physical activities – Bogasport allows them to train, socialise and also to participate in international competitions.

### **Project:**

#### **Context**

Over the last few years, a number of LGBT teams have formed in Italy. As a result, there has been an increasing number of tournaments for LGBT teams. Whilst this is important, we felt the need to create a different sort of event, an event that had a political message about how sport can unite people and break down perceived barriers and differences.

The need to organise a tournament against homophobia derived from a growing awareness that the Italian sport world and, in particular, the football one, sees homosexuality as a real threat. In recent times, exponents of the Italian sport world have even declared that homosexual footballers do not exist.



## Aims

- Challenge prejudice and discrimination

## Methods

We organised a 'Kick Homophobia' out of football tournament that took place on the 26th May 2012.

## Outcomes

Bogasport worked in partnership with AICS (Italian Association Culture and Sport) and GAYCS (LGBT department of AICS), alongside securing the patronage of the District and the Town Hall of Bologna.

To promote our tournament, we organised a flier distribution in the city centre of Bologna and, thanks to the collaboration with AICS, we managed to hold a press conference with the attendance of important local politicians.

On the day of the tournament, we set up stands to inform all of the participants about our activities, and rest stops and recreational areas created a very pleasant atmosphere.

Thanks our promotion activities, eighth teams, gay and straight, participated in our male tournament, while six teams participated in the female one.

About 100 people, players, families, friends, met all together spending a very pleasant spring day embodying the CULTURE OF DIVERSITY: everybody is equal to one another, we are all different, and that very difference is our richness.

National and local newspapers wrote some articles about our event: in Italy, it was the first football tournament, which involved both straight and gay players, with the specific aim to fight homophobia.

These results encourage us to organise other events like this one. Our aim consists of making this initiative a fixed date for next year.

## ***Building cross European links through Volleyball in Poland***

*This project breaks new ground for LGBTQ participation in sport in Poland, a country with mixed progress on LGBT human rights legislation. Its good practice can be seen in the way it engages both domestic and international participation and the way in which organisers gather support from politicians in a city with no previous track record for such events.*

## **Krakersy**

Krakersy (The Crackers) was established to create a space where members of the LGBTQ community could feel welcome to enjoy sports and to socialize. Our mission is to promote active leisure in our community and to stand up against discrimination in sport. The goals of the association are listed in its statute and - in a nutshell - they focus on promoting sports in the LGBTQ community as well as taking part in fighting for gay rights and opposing any signs of discrimination. The Polish National Court acknowledged our association on 12th of April 2011 with the official name Krakowski Klub Sportowy Krakersy.

The association has 23 members and we currently run sections in volleyball, football, ballroom dancing and swimming. We have around 80 - 100 participants altogether.

## **Project:**

### **Context**

To address the main goals of our association, we created an event called GLAM CUP KRAKOW, which stood for Gay and Lesbian Amateur Cup Krakow. The idea was to host an international volleyball tournament for the LGBTQ community. Such events have taken place in Europe for more than 20 years, but this is the first one in Krakow and one of our goals is to make the event an annual occasion.

### **Aims**

- promote sport in the LGBTQ community in Poland and across Europe
- promote human rights, especially equality and personal freedom
- fight against discrimination towards LGBTQ people, sexism and ageism
- present Krakow to the European LGBTQ community as an inspiring and friendly place
- develop cooperation with other LGBTQ amateur sports clubs from all over Europe and Poland

### **Method**

Inaugural international volleyball competition in Krakow

### **Outcome**

Glam Cup Krakow 2013 took place on the 14th to 17th February in Krakow. 31 teams took part in the tournament – 13 foreign and 18 Polish, 6 female and 25 male/mixed – 223 people altogether. The tournament also gathered a surprisingly large audience.

We definitely achieved our goals.

Firstly, we managed to get the honorary patronage of the Mayor of the Royal Capital City of Krakow Jacek Majchrowski, alongside support from politicians Anna Grodzka (deputy and LGBTQ activist) and Joanna Senyszyn (deputy to European Parliament).

In addition Glam Cup was backed by LGBT media organisations, international LGBT sports groups and local business. This raised the profile of our event – presenting LGBT people in a positive light and building relationships with authorities and citizens in the city. This





is an important step forward in the fight against discrimination in Poland.

Secondly, our event succeeded at promoting sport within the LGBTQ community: we gathered a lot of players who were very happy with the tournament. Some committed to come again next time and we had a lot of good comments via Facebook (... Although we lost we feel like winners – thank you for a great weekend”, “Hi buddies, I had a super great time in Krakow this weekend! I am part of the BGS board (Brussels Gay Sports) which organises a yearly tournament. Thus, I know totally all the work behind, from volunteers...A big thanks to all of you! From my point of view, it was a great success story. And really friendly people everywhere...Once more a big congrats!”).

We helped teams from Russia and the Ukraine to get visas and to get accommodation in Krakow, also we managed to help them financially by lowering their fee.

Also a lot of people came to see us play, despite little space for supporters, which we hope will have showcased LGBTQ sport as something really interesting and worth seeing. We also had an article in the main LGBT Polish magazine (a short text about the tournament, and we will have a report in the next issue) and an interview on queer.pl.

Thirdly, we definitely managed to show our city as a friendly place. Alongside the City Hall Patronage we put on events to give participants a good view of the city.

Finally, the tournament gave us the opportunity to meet clubs from other cities and countries and to be in touch with international organisations. We hope that our shared experience will create a platform from which to develop cooperation in the future.

Our remaining goals are long term. We think that after the tournament more people will get the courage to come to our sport events, that they will feel more comfortable with their orientation not only in sport, but also in society. The audience who came to watch could observe people of different ages – from early 20's to late 40's. We hope that it will encourage and convince people that sport is not only for the young ones!

## Starting a new LGBT sport in Poland

*Whilst launching a new sport may seem a conservative aspiration in some parts of Europe, or indeed in wider society, in the LGBT community in Poland it is an exciting development. Here the LGBT sports movement has developed around the single sport of volleyball, and you will read from the account below, the unexpected challenges Volup faced in attracting participants. The good practice can be seen in the innovative approaches to recruiting players and the willingness of the club to adapt to the developments taking place.*

### **Volup**

Warsaw Volleyball Club, Volup, is a sports association whose aim is to promote sport in the LGBT community. Our goal is to create a place where everyone, regardless of their level of sport skills, can share a common passion for sports.

The club was established at the end of 2005 and was a pioneer of LGBT volleyball in Poland. Through promoting the concept, other clubs appeared all over the country and volleyball became the most popular LGBT sport in Poland. In 2008 we hosted the first Polish LGBT volleyball tournament. In 2009 the club was officially registered as a sport association and organised the first international volleyball tournament, which was also the first international LGBT sports event in the history of Poland.

### **Project:**

#### **Context**

We feel that the time has come for the club to discover and explore other sport disciplines and to promote these among the LGBT community. We have chosen badminton – a sport which is very popular among the European LGBT community and also quite popular among Volup members. It is an individual sport, and we feel this will give us the opportunity to reach out to potential sports people who are not part of any organised group yet.

We believe that sport events complement political and social actions in raising awareness of the LGBT movement and the fight against discrimination towards LGBT people. They provide people with the opportunity to meet and socialise with other LGBT people and to become a part of the community. This helps them to develop consciousness about their identity and the courage and support to come out and to be proud of who they are. Finally, LGBT sport creates a positive image of the LGBT community in the wider society.

#### **Aim**

Develop a new sports discipline as part of Volup club

#### **Methods**

Host a badminton tournament

## Outcome

The first Polish LGBT badminton tournament, Volup BadCup 2013 was successfully organised on 1-3 February 2013 in Warsaw. The event was preceded with a promotional campaign run through most Polish LGBT media portals. We contacted all existing LGBT sports clubs in Poland as well as many LGBT organisations, with which we had initial contact when organising



previous volleyball tournaments. All of them were eager to help us advertise the event among their members. Last but not least, we used existing dating portals in order to reach out to those who were not part of any organised LGBT group and advertise LGBT badminton among them.

As a result, 16 single players and 9 doubles took part in Volup BadCup 2013. 12 of them were regular Volup members and practice volleyball.

Although attracting individual sportspeople who were not part of any organised LGBT group proved a more challenging task than we had expected, in the end 8 participants who took part in the event were not connected to Volup. A few others came to see games and expressed an interest in joining regular badminton sessions. Finally, many individual LGBT people who had been approached before the event said they would rather come to training sessions first. All of the above makes us very hopeful that a badminton section under Volup will be successful, that is why we have already started preparations for this to happen.

Another important aspect of receiving the grant from EGLSF and European Commission was the fact that it enabled us to purchase badminton rackets for the club. They were used during the tournament by those who did not have their own equipment and they will also be used by newcomers who would like to try this new sport.

We believe that such sports events complete political and social actions in raising awareness of the LGBT movement and the fight against discrimination against LGBT's. They also create a positive image of LGBT society and provide people with a platform to integrate into society, encourage people to become more self-aware and in time help people to come out.



# Kicking off the debate about homophobia in football in Greece

*One of the greatest challenges to tackling homophobia in sport is the lack of available data. This project returns a significant 1,000 responses across football to its attitudinal survey even though some respondents expressed discomfort at completing the questionnaire.*

## FOUL

FOUL was founded in 2007 and aims at fighting violence and racism in football. Foul was the first Greek organization included in the 8th FARE Action Week and has had a dynamic and continuous presence thereafter.

In 2012, FOUL had the honour of representing Greece at UEFA EURO 2012 (Poland & Ukraine) with its President Antonios Daloukas being the FARE Greek Monitor.

Over time FOUL has raised several issues such as doping and match fixing, and now the organisation feels it is time to fight homophobic violence & intolerance in sport.

### **Project:**

#### Context

There are no initiatives in Greece to raise awareness of and challenge homophobia in football. This is at a time when extremist attitudes appear to be on the rise.

We feel it is time that this was addressed, and feel that the start of addressing this is to conduct some research to better understand the current attitudes of people in football towards LGBT issues.

#### Aims

Our aims were to:

- To start a dialogue about homophobia in football in Greece
- To measure attitudes to LGBT people in football
- To raise awareness of homophobia in football in Greece
- To communicate a message that football is for everyone

#### Method

To this end we did the following:

Conducted research, in which football players, coaches, referees, fans and authorities filled in an anonymous questionnaire about beliefs and attitudes against homosexuality in football.

Host the first conference in Greece against homophobia in football. Indicative subjects of the conference will be: The results of our research, practices which discriminate against lesbians, gay men, bisexuals and transgender people in football, creating opportunities for LGBT people to engage with football.

Host a friendly football game promoting an anti-discrimination and prejudice message where banners, t-shirts and communication materials will be given to people watching so that they can become informed and conscious of homophobia.

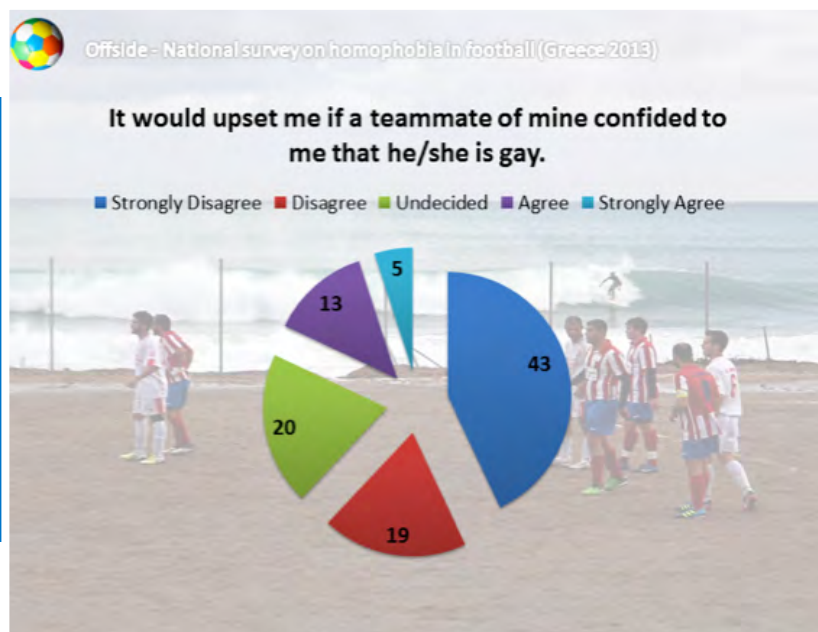
## Outcome

We managed to get data from a wide variety of people involved in football: players, coaches, referees, fans and authorities. We got answers from a wide geographical pool (cities Valos, Larisa, Trikala, Karditas, Thessaloniki, Chalkida and Athens) different teams (men and women), different leagues (Professional and amateur) and different ages (academies, old athletes, now playing players). We also linked up with a number of websites to get data from online entries.

It was difficult to get responses – many people were uncomfortable filling out the survey but in the end we had a sample size of 1000 respondents.

Some of the key findings were:

- 24% of respondents agreed or strongly agreed with the statement that ‘gay coaches should not work with children’
- Only 13% had not seen/heard homophobia in sports
- 9% of respondents felt that ‘gay people in sports upset me and make me feel uncomfortable’ with a further 12% ‘undecided’



After conducting the research, FOUL experienced some activities that made them concerned about their own safety. As a result, the follow up work has been conducted more slowly and more quietly. A small seminar was hosted at a local university in order to share the results, while the friendly game is being held in May 2013. FOUL have been in discussions with FARE (Football Against Racism in Europe) about how the results can be used and disseminated more widely.

# Recommendations

The 'Pride in Sport' project culminated with a conference for delegates of all funded projects, organised on 1st March 2013 in Antwerp, Belgium. At this one-day conference, the project Pride in Sport was presented, followed by individual presentations by the grassroots initiatives described in this document.

The audience had chance to get additional information and open discussions with the presenters and to have the possibility to share experience and do formal and informal networking for the future.



Following the plenary parts with sharing experience and best practice, several working groups were formed, splitting the project delegates into groups according to their Country's ranking in the ILGA Europe Annual Review 2012. We then asked them the following two questions:



1. What are the main barriers to preventing discrimination and homophobic violence in sport?
2. What are the things you think the EU Sport unit could do that would make the biggest difference to tackling discrimination and homophobic violence in sport?

The groups and their feedback are recorded below.

## Group 1: High ranking LGBTI Human Rights situation (16-20 points)

Roter Stern Leipzig 99 e.V.(RSL)	Germany
A.D. LGTB ELAIOS	Spain
Northern Wave Swimming Club	UK
LEAP Scotland	UK
Just a Ball Game?	UK
FvH/Pride Sports	UK
Panteres Grogues	Spain
Seitenwechsel Frauen/Lesben Sportverein Berlin	Germany

### What are the main barriers to preventing discrimination and homophobic violence in sport?

- Media coverage and treatment (different experiences for men/women)
- Fixed notions of gender in culture and casual use of gender/sexual orientation insults
- Lack of role models

- Unsafe climate in sports – sometimes assumed to be more progressive than reality
- Bigger/varying problems in different sports
- Religion and rurality as factors
- Fear
- Ignorance
- Missing language – don't even always have terms to describe people's identity
- Heteronormativity
- Laziness
- The gendered nature of sports



**What are the things you think the EU Sport unit could do that would make the biggest difference to tackling discrimination and homophobic violence in sport?**

- Specific targeted actions/funds for groups e.g. rural communities, youth, trans
- Supporting local initiatives
- Pan-European agreement against homophobia and other responses to petitions
- Find ways to work with big authorities and sports federations such as UEFA
- Integrated programmes – social justice and sport
- Empower mainstream sports organisations
- Inspire people
- Oblige people to act
- For individuals and groups to file complaints on discrimination
- Create gay-straight alliances
- Set up action plans
- Sign charters
- Educate/train
- Promote LGBT people in sport
- Continue funding

**Group 2: Medium ranking LGBTI Human Rights situation (7 – 15 points)**

CHARME	Hungary
FSGL	France
Out in Slovenia	Slovenia
Drustvo DIH	Slovenia
Bulgarian Association Gay Sports	Bulgaria
Atlasz	Hungary

**What are the main barriers to preventing discrimination and homophobic violence in sport?**

- Lack of support from local authorities
- False “tolerance”
- Lack of support in education
- No real interest in the topic from the media

- Ignorance and denial of sport governing bodies
- No visible contact of mainstream public with LGBT individuals & groups
- Difficulties in accessing or making research with local context

**What are the things you think the EU Sport unit could do that would make the biggest difference to tackling discrimination and homophobic violence in sport?**

- Education in schools and sports
- Monitoring
- Legal protection
- Gay and Straight alliances
- Campaigns in sports



**Group 3: low ranking LGBTI Human Rights situation (0-6 points)**

Bogasport	Italy
Krakowski	Poland
Volup	Poland
FOUL	Greece

**What are the main barriers to preventing discrimination and homophobic violence in sport?**

- Being in the closet
- Lack of visibility of LGBTIQ
- Government/Ministries don't know what LGBT sport is!
- Lack of support from local authorities
- Lack of international pressure (outside of EU)

**What are the things you think the EU Sport unit could do that would make the biggest difference to tackling discrimination and homophobic violence in sport?**

- Organise more events (with a special focus on CEE)
- Support federations and sports ministries
- Limit funding to human rights projects only (ie to non integrated projects)
- Ensure consciousness and conviction in the EU sport unit
- Training and education



# Conclusion

Through support for small, locally based projects, the European Gay and Lesbian Sports Federation has developed a more comprehensive and nuanced understanding of the many and diverse approaches to preventing homophobic violence in sport, also taking into consideration the diverse situation of LGBT situation, especially in sport throughout the EU.

There are, however, some key themes to be drawn both from the projects themselves and from the conferences that brought practitioners from the projects together. These can be summarised as follows.

## **Education**

There is a need for education on LGBT inclusion in sport at many levels. Without exception, education of young people in schools and youth sport is seen as a priority. However, a wider need is identified for education in the broadest sense of sports ministries and federations with regards to the barriers to participation that LGBT people in Europe continue to face. A need to educate all stakeholders about the nature and extent of LGBT sport also exists. Many initiatives having been established as an alternative to the mainstream remain invisible to those strategizing on sport. Leadership from the highest level within the EU was seen as essential in driving inclusive good practice.

## **Investment**

A need to invest in and support LGBT sport was identified. All too often, LGBT sports provision is further marginalised by mainstream sports bodies assuming that LGBT people are ghettoising themselves and that resources should not be invested in provision which is perceived to be frivolous and separatist. It should be emphasised, however, that a great diversity of community sports offer exists within LGBT sports clubs, and that whilst this offer represents the only environment in which some people feel safe and able to participate comfortably, that it should be supported as a legitimate means of engagement.

## **Media**

Increasing visibility of LGBT sport not only with federations and ministries, but also through work with the media, was also seen as a priority. Stereotypes are perpetuated through a lack of positive and diverse representation combined, in many instances, with negative reporting. Initiatives to positively promote LGBT representation and to challenge homophobic language and stereotyping were proposed.

## **Challenges to Discrimination**

Where education is not successful, sanctions within sport for discrimination against LGBT people are advocated (e.g. UEFA proposal for 10 match ban for discrimination), as is support for legal challenges where necessary.

# Glossary

**Lesbian:** a woman who is attracted to other women.

**Gay:** a man or a woman who is attracted to people of the same gender.

**Bisexual:** someone who is attracted to people of the same and opposite gender.

**Trans:** an umbrella term used to describe people whose gender identity and/or expression differs from that they were assigned at birth, including – but not limited to – people who are transgender, transsexual, cross-dressers and transvestites.

**Intersex:** a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

**Queer:** umbrella term for sexual and gender minorities that are not heterosexual, heteronormative or gender-binary.

**Heteronormativity:** a world view that promotes heterosexuality as the normal or preferred sexual orientation. A heteronormative view is often associated with homophobia and biphobia.

**EuroGames:** an annual multisport event licensed by the European Gay & Lesbian Sport Federation and commonly viewed as the European LGBT Championships <http://www.eurogames.info>

**Gaygames:** a quadrennial global LGBT sports event licensed by the Federation of Gay Games (FGG) and established over thirty years ago by the Olympian and activist Dr. Tom Waddell <http://www.gaygames.org>

**Outgames:** a quadrennial global sports, culture and human rights event licensed by Gay & Lesbian International Sport Association (GLISA) <http://www.glisa.org/outgames/>

[www.prideinsport.info](http://www.prideinsport.info)

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