

## Inclusion of refugees in and through sport

Becoming more inclusive for sport organizations requires willingness, motivation, and more than anything else: a plan! We did it. You can do it too.

One of the EQUIP Champion clubs from the Netherlands achieved a smooth inclusion process thanks to the recruitment of a Diversity and Inclusion mentor (D&I). This person came from the grassroots club and was found by talking to club members.

Together with the board, they discussed the Diversity and Inclusion policy for the successful inclusion of refugees into all activities. Each person has unique wishes and demands, especially people who are living in a land they don't know. Listen to their needs and experiences.

The D&I mentor took part in their first trainings to clear all kinds of questions, either from the team, coaches or refugees. Make sure to invite and integrate them to social events of the clubs such as parties.

Inclusion is about putting people in the center : listening to all potential participants, taking their wishes and ideas into consideration and planning how activities can evolve rather than seeing how people can fit into existing schemes. Just Play.

We did it. You can do it too. For more information, feel free to reach out to ENGSO, the European Sport NGO, its Equality Within Sport (EWS) committee, and the EQUIP partners, and visit the project webpage.