

## Intro video

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

Sallie Barker, Chair of ENGSO Equality Within Sport Committee (EWS): "There have been lots of policies and strategies at national and European levels to try be more inclusive, but there is still a long way to go so we can make sure everybody enjoys the benefits of sport, whether it's competitive or recreational."

Recent data is alarming: Men (16%) are more likely than women (10%) to be members of a sports club. Almost 25% of people practicing sports have been exposed to racist harassment in the previous year (Eurobarometer 2022). 78% of people with disabilities say their impairment or condition stops them from being active (UK, Activity Alliance, Annual Disability and Activity Survey 2022).

Sallie Barker, Chair of ENGSO Equality Within Sport Committee (EWS): "For me, intersectionality is that no one person is the same, and that everybody faces barriers and forms of discrimination, whether it is socio-economic, sexual orientation, race and disability. And at different times in our lives, or various different people would have different types of discrimination that they face which overlap. So when we are taking strategies or action to increase people's participation and inclusion in sports, we don't think "one size fits all", we have to take different approaches and different methods that address all of these types of discrimination."

Stefan Bergh, ENGSO President and Secretary General of the Swedish Sports Confederation: "I always say that the main reason for working with equality is that you reach higher quality, because you reach more people and bring in new knowledge, experiences, so we have a richer potential to increase our sport activities. You have more members. You have more members in your sport clubs, you have more volunteers, you have more leaders who can really develop sport, at the local, regional, national, and international level. There are so many upsides with working with equality. I think it's important to use time to make a really good plan. To plan how you want to address the issue, you need to analyse where you are in your work, what challenges you have in your club or your federation and then you need to start working step by step to address them. And be quite brave as well, when you address them. And bring in good people, people who can support you in your development work."

Sarah Townsend, EGLSF co-president, EQUIP partner: "The EQUIP project in itself has led 60 clubs, from 6 different countries to integrating an action plan to tackle inequalities and promoting more participation in sport and in leadership. The EQUIP motto, yes. We can say that if we did it, you can do it too!"

This video series is designed for all sport managers and decision-makers, volunteers and staff, who are willing to make a difference in clubs, federations, or confederations. It will present key learnings to guide your own work in building a more inclusive sport movement.



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.