



# *Project Overview and Methodology*

---

**S**o what are our national sporting organisations, federal and state government departments, human rights and anti-discrimination agencies and non-government bodies doing to combat racism and prejudice in sport? And what steps have been taken to develop an inclusive, non-discriminatory culture within sport by players, spectators and the broader viewing public?

To find an answer to this, over the past six months the Human Rights and Equal Opportunity Commission (HREOC) has been working on a project funded by the Department of Immigration and Citizenship to conduct a survey of these different groups to see what strategies and projects have been put in place to achieve these goals.

## **Project outline**

The following activities were undertaken as part of this project.

- An audit of the existing strategies that have been adopted by selected sporting organisations, codes, government and non-government sports' agencies and human right institutions, both domestically and internationally (selective), to combat racism and prejudice within sport.

Included in this audit are those strategies that utilise sporting events and/or sportspeople to convey a message of cultural inclusion and non-discrimination directed to sporting spectators and the broader viewing public.

This audit will identify gaps in the existing strategies and identify potential new strategies.

- Gather available baseline data in relation to the level of participation by Indigenous and Culturally and Linguistically Diverse communities in sport.
- Consult broadly with relevant organisations to expand on available material in this area.
- Provide the audit report as a basis for DIAC to consider future policy strategies aimed at both addressing racism within sport, as well as promoting an inclusive and non-discriminatory attitude by players, supporters and the broader viewing public.
- Provide specific recommendations for future strategies and provide a draft strategy on future directions for sport and racism projects.

## Who is included in this project?

In a project of this nature and timeframe (the reporting period was six months) it is impossible to survey every sporting code and organisation in Australia, so the report was limited to cover the following sporting codes and their respective national organisations (and various state bodies and clubs within the codes):

- *Australian Rules Football* – Australian Football League (AFL)
- *Athletics* – Athletics Australia
- *Basketball* – Basketball Australia
- *Boxing* – Boxing Australia Inc
- *Cricket* – Cricket Australia
- *Cycling* – Cycling Australia
- *Football (soccer)* – Football Federation Australia (FFA)
- *Hockey* – Hockey Australia
- *Netball* – Netball Australia
- *Rugby league* – Australian Rugby League (ARL)/National Rugby League (NRL)
- *Rugby union* – Australian Rugby Union (ARU)
- *Softball* – Softball Australia
- *Surf lifesaving* – Surf Life Saving Australia (SLSA)
- *Tennis* – Tennis Australia
- *Touch football* – Touch Football Australia
- *Triathlon* – Triathlon Australia
- *Wrestling* – Australian Wrestling Union Inc.

These sports were selected on the basis that they include: some of the largest participation sports in Australia (according to ABS statistics); are some of the highest profile sports in Australia; are sports that have had issues with racism in the past; have had links to DIAC as Harmony Day partners; have taken part in cross cultural awareness training conducted by the Australian Sports Commission (ASC); have Indigenous Sport Programs; and are national sporting organisations recognised by the ASC.

## International

The international section of the report focusses on racism in football in Europe and surveys some of the best practice strategies and projects operating to address the issue. The international organisations surveyed included:

- Fédération Internationale de Football Association (FIFA)
- Union of European Football Associations (UEFA)
- FARE – Football against Racism in Europe
- ‘Let’s Kick Racism Out of Football’ campaign
- Various community-led projects in different countries throughout Europe.

## Federal and state government agencies

The report surveyed the projects and strategies to address racism in sport within the following federal and state government agencies:

### Federal

- Australian Sports Commission (including the Sports Ethics Unit, Indigenous Sport Unit, Women and Sport Unit and the All Australian Sporting Initiative)
- 'Play by the Rules' (joint government /EOCs project)
- Department of Immigration and Citizenship
- Department of Communications, Information Technology and the Arts
- Department of Families, Community Services and Indigenous Affairs
- Indigenous Land Corporation
- Office of Indigenous Policy Coordination
- Department of Education, Science and Training
- Department of Human Services.

### State

- Sport and Recreation ACT
- New South Wales Department of Tourism, Sport and Recreation
- Northern Territory Office of Sport and Recreation
- Sport and Recreation Queensland
- Office for Recreation and Sport South Australia
- Office of Recreation and Sport Tasmania
- Sport and Recreation Victoria
- Department of Sport and Recreation WA.

## Human rights and equal opportunity agencies

The report also surveyed the following federal and state and territory equal opportunity commissions and anti-discrimination boards:

- Human Rights and Equal Opportunity Commission
- Office of the Anti-Discrimination Commissioner Tasmania
- Anti-Discrimination Board of New South Wales
- Australian Capital Territory Human Rights Commission
- Anti-Discrimination Commission Queensland
- Equal Opportunity Commission South Australia
- Victorian Equal Opportunity and Human Rights Commission

- Equal Opportunity Commission of Western Australia
- Northern Territory Anti-Discrimination Commission.

### Non-government sports organisations

The following non-government sports organisations were surveyed:

- Centre for Multicultural Youth Issues
- Confederation of Australian Sport
- National Aboriginal Sports Corporation Australia
- The RePlay Group
- School Sports Australia
- Human Rights Council of Australia
- Victorian Centre for Cultural Ethnicity and Health.

### Methodology

#### Sporting organisations

Interviews, discussions and electronic correspondence were held with representatives of each of the sporting organisations mentioned to gain information on their existing strategies to combat racism in sport and discuss the effectiveness of these strategies.

Examples of relevant resources that each organisation has produced to promote strategies that utilise sporting events and sportspeople to convey a message of cultural inclusion and non-discrimination were collected, including reports, brochures, strategic plans, case studies, annual reports and submissions. Relevant promotional material such as posters, videos, DVDs, stickers, cards and flyers were also compiled.

Research was also conducted on the national and state and territory association websites for each sport and on documentation such as annual reports, development plans, strategic plans, speeches, government submissions, member protection policies, codes of conduct, anti-discrimination and harassment policies, racial vilification policies and complaint processes. In addition, international websites, newspapers articles and research and conference papers were scanned for information.

#### Federal and state government agencies

Meetings were held with the Australian Sports Commission's Sports Ethics Unit and Indigenous Sports Unit. All state and territory departments of sport and recreation, state and territory institutes of sport, state and territory equal opportunity commissions, and various non-government sporting agencies and community organisations were also consulted to source information and resources relevant to the project.

A 'snowball' technique was used to obtain information from selected organisations and contacts, whereby relevant information, strategies and projects were suggested and as these were followed up new contacts were made and new information, strategies and projects were discovered.

### Feedback and accuracy

All sporting organisations and state and federal government agencies received a draft copy of the report in order to verify that all of the information was correct and up-to-date. All feedback and comments received were included in the final report.

### Literature review

A meeting was held with the Manager of the Australian Sports Commission's National Sport Information Centre to obtain articles, papers, book reviews and reports on racism and sport and cultural diversity in sport.

All state sport and recreation libraries and information centres were consulted for similar information. Various academics provided ideas and suggested topics and areas of interest for inclusion in the report.

### Baseline data research

Research was conducted to obtain all relevant reports, census', surveys and publications related to the level of participation in sport by Aboriginal and Torres Strait Islander people and people from Culturally and Linguistically Diverse backgrounds.

This information was sourced from the Australian Sports Commission, the Australian Bureau of Statistics, all sporting organisations, the Standing Committee on Recreation and Sport Research Group, the Centre for Multicultural Youth Issues, state and federal government reports and various NGO reports.

