



**Sara Massini**

General Secretary at ENGSO



# Inclusion and participation:

## *The power of data, the role of monitoring*

Sara Massini  
ENGSO Secretary General  
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# ENGSO is the European Grassroots Sports Organisation, the leading voice for:

- voluntary-based grassroots sport
- equality, diversity and inclusion in sport and
- youth in sport

## **ENGSO represents:**

- National Sports Confederations and National Olympic and Paralympic Committees from 34 European countries
- 6 Associated Members: European, national and regional sport organisations with an interest for grassroots sports



## ENGSO - basic facts



### **Vision 2027:**

Stronger grassroots sport for sustainable and inclusive communities



### **Mission statement:**

To represent, develop and advocate for voluntary-based organised grassroots sport in Europe



### **Our values:**

Democracy, equality, inclusion, sustainability, integrity and education

## ENGSO has three thematic committees:

- Equality Within Sport Committee - EWS
- ENGSO Youth Committee
- EU Advisory Committee





## **ENGSO believes**



# **Sport is a Human Right.**

For ENGSO it means we should provide everyone access to all the level and opportunities sport environment may provide: from train and compete, to lead and decide; from coaching and officiating to have same working opportunities; from being safe to have same space and visibility.

## **There is no one-size-fits-all solution.**

Europe is composed of very diverse countries and each one has different level of experiences with diversity and gender equality.

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## Union of Equality: LGBTIQ Equality Strategy 2020-2025

Building a Union where you are free to be yourself


Factsheet – November 2020  
#EU4LGBTIQ

*"I will not rest when it comes to building a Union of Equality. A Union where you can be who you are and love who you want – without fear of recrimination or discrimination. Because being yourself is not your ideology. It's your identity. And no-one can ever take it away."*




Ursula von der Leyen  
President of the European Commission  
State of the Union 2020

The EU has made step-by-step progress towards LGBTIQ equality over the past years, but discrimination against LGBTIQ people continues to persist.



In 2019, **76%** of EU citizens believed that lesbian, gay, and bisexual people should have equal rights to heterosexual people, compared to 71% in 2015.




However **43%** of LGBT people felt discriminated against in 2019, as compared with 37% in 2012.


### Promoting diversity in the European Union

The European Commission has a vision for a European Union where diversity is celebrated as part of our collective richness. A Union where you can be who you are and love who you want.


In the EU, every LGBTIQ person should:





Be safe



Have equal opportunities




Fully participate in society

## Towards More Gender Equality in Sport

### Recommendations and Action Plan

From the High Level Group on Gender Equality in Sport (2022)



Sport

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Join forces



# Find your partners



- **Global Observatory for Gender Equality & Sport**

- **Enlarged Partial Agreement on Sport - Council of Europe**



- **Sport Unit of the Directorate-General for Education, Youth, Sport and Culture- European Commission**



# Monitor the impact that published policies are producing in Europe within the organised sport movement.

## TARGET:

- Member State authorities responsible for sport (national, regional or local),
- International and National sport organisations,
- Grassroots sport entities.

## How:

- Survey,
- Interviews,
- Focus Groups.

## 7 dimensions:

participation, coaching and officiating, leadership, social and economic aspects of sport, media coverage, gender-based violence, and LGBTIQ strategy



# Main outcomes from the interviews at EU Sport Forum and during EWoS:

### Participation

- big diversity in plans, campaigns and programs
- "lack of interest"

### Coach&Off

- mentoring program
- changing the programs/activities plan and schedule

### Leadership

- in some cases quota started the change
- supporting and training program

### Economic

- first focus on family services
- not everyone is familiar with the concept

### G-B violence

- policies have advanced thanks safeguarding protocols BUT

### LGBTQI+

- lack of awareness
- strong cultural barriers

### Media

- everyone agrees on the importance of visibility but no one has a specific plan

# Main outcomes from the interviews at EU Sport Forum and during EWoS:

### Challenges:

- Persistent cultural stereotypes and biases that undervalue women's sports and discourage female participation/Cultural attitudes and stereotypes surrounding gender roles in sports
- Limited funding and resources dedicated specifically to gender equality and diversity initiatives
- Reluctance to openly discuss certain topics
- Lack of understanding and awareness
- Significant resistance from some segments of the sports community that view gender equality initiatives as unnecessary or disruptive.
- Limited visibility and recognition for women in sport's roles,
- Cultural stigma surrounding gender-based violence, which can discourage victims from reporting incidents,
- Lack of monitoring



## Strategies:

- Finalise the collection of data through the survey and analyse all the data;
- Compare our findings with All In Plus project research and GO existing materials;
- Gather main stakeholders on the topic to discuss results;
- Elaborate strategies and possible solutions to address the barriers and challenges that prevent participation and inclusion in sport;
- Raise awareness;
- Support decision makers in designing programs and initiatives to foster inclusion and participation in all levels of the sport sector for everyone



## Join our work:

- Distribute and take part in the survey or book for a interview,
- Help in raise awareness regarding the existing recommendations and policies,
- Contact us and connect all interested parties to this work.

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# THANKS FOR YOUR ATTENTION!