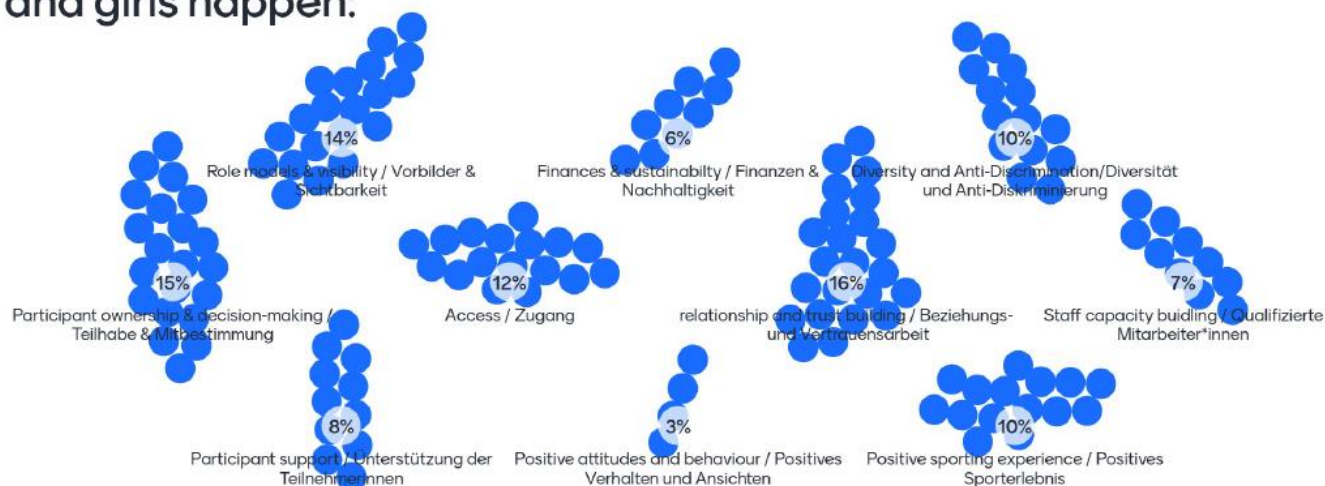


## Arbeitsergebnisse Kleingruppen/ Results of work in small groups/

Wie müsste ein Sportangebot gestaltet sein, wo geflüchtete Frauen und Mädchen von Anfang an mitgedacht werden und dies auch erfolgreich umgesetzt werden kann /What does a sporting offer look like, in which refugee women and girls are included from the start and that is successfully implemented?

No comments from spectators	Easy to access	Create trust
An explicit requirement/commitment to include women and girls	low access borders	an atmosphere of freedom
Should be feeling part of a community	One where its participants return on a regular basis, feel excited to be part of the group and invite their friends and contacts to also join.	Free of charge or at least affordable
Role models - girls can identify with the coaches	Safe space	Safe space
Safe space in which to play	Equal opportunities for men and women.	It's well embedded in transport infrastructure
An offer that make them feel part of a fun and supportive community.	The women and girls are involved in designing the sessions and determining the length, location and style of session.	Child care service
Personal invitation to join	Absolute red lines for racist and sexist bias.	geschützter Raum für angstfreien Austausch unter anderen Frauen
Mitbestimmung	low-threshold offers	Support in the first steps
An offer where beginners, girls with advantaged skills and everyone is welcome	Easy to access.	An understanding of the obstacles to women and girls' participation in sport generally, awareness of the realities of refugee women and girls' lives, and a commitment to find solutions to enable their participation
Includes persons of trust	explain what and how we gonna do things, be open to change these things	Role models
Well trained coaches and responsible people in intercultural communication	It's can look like this: tiny, sporty and 11 years old. but also: 70 and no sporting experience.	womenpower!
Work with partners who already work with refugee women and girls		

## Name the top 6 aspects, to make your vision of a successful sport offer that is inclusive for refugee women and girls happen:



### 1. Access/Zugang

#### Practical aspects of access

- Childcare – if participants have small children childcare may need to be provided, or plan session so children can take part too
- Transport – make sure participants can easily get to the venue from where they live
- Timing – if participants have children they need to collect from school or nursery, or other family commitments, time your session so it doesn't clash with these
- Clothing and equipment – trainers, sports bras, sports hijabs – participants may not have these, so you may need to source them or plan sessions
- Female only space – many women don't feel comfortable participating in sport in front of men, this could be for religious or cultural reasons, or because they don't feel confident in their abilities. You may need to create a female-only space with a female coach so your group feels comfortable participating.

#### Not only practical aspects

- Psychological – if you've never played before, never seen women playing before, never heard women talking about football/ sport before, it's a big psychological leap to think that it's something you could do or be welcome in.
- Develop relationships between sports clubs and local organizations who work with target group – this helps to build trust and find participants
- How it's introduced is important – role models, e.g. of bike project - lots of women who learned to ride a bike with and are now teaching others, and they help to recruit more women – peer-to-peer empowerment approach

## **2. Positive Sporting Experience**

- Positive feedback - positive impact of kind, encouraging words on participants'
- Role models - people participants can relate to show you can go further and develop themselves
- Most important thing for participants is being part of a group/teams and getting to know people from other countries
- Opportunity for participants to experience conflict positively and learn how to stand up for themselves
- Continuity - having time to build relationships, having the same coach, form group identity - makes it more sustainable. Even if people can't participate at one point because of other things going on in their lives, they are more likely to come back in the future if there has been that kind of stability and continuity
- cycling - independence & mobility, sustainable skill
- create emotions
- create a team
- space for building friendships
- time out effect, leave difficult circumstance, they are always under inspection, time to not think about the future and have fun
- as a coach i am teaching and learning from my players - two-way process, value their opinion
- learning a new skill
- an activity that is done with other people
- coach / facilitator knowing the need of the participants , everyone is different
- adapting session to the needs of the participants
- creating variable options in the sessions to challenge participants accordingly
- small achievements

## **3. Peace and trust building / Beziehungs- und Vertrauensarbeit**

### Why?

- crucial for regular participation
- only after trust building, we can fully support them
- sense of belonging is very important in order to prevent retraumatization
- is the key factor for all projects in kids and youth work
- key factor to success

## How?

- support beyond sports
- to be approachable after training
- staff must be willing to reflect upon and to change their behaviour
- accepting plurality of opinions and perspectives
- making spaces for non-sporting activities on a regular base, e.g. having dinner together
- asking other participants to translate, involve them.
- being personally and authentic
- being reliable - if not, participants can feel "used"
- peer-to-peer approaches
- Week-end get-away, creating spaces for real encounter

## Challenges

- making time to built relationships
- the physical spaces that are cosy and safe near the sporting facilities
- psychological trauma - no qualified staff/professional for that
- language barriers
- personal "over"-involvement of the people in charge (being available at 1 am - burn-out - non-sustainable)

## **4. Participant ownership & decision-making / Teilhabe & Mitbestimmung**

- Example: Football was not attracting for migrant/refugees families - decided not to push football. Dance was the outcome.
- ask! not just plan - not only what kind of sports but time/frame
- Integration officer - suggestions and feedback/ cross-sectoral cooperation helps to get feedback
- Example: 2 different group - one wants to play football - that is easy
- one dances - soccersize as a way of "sneaking in" a bit of football
- Decision making: in sports clubs the decision are often made by white males, general problem
- activities must be suitable for the range of skills to work out for mixed groups
- Discussion - should girls be "convinced" to play football?