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SUPPLEMENTARY HUMAN DIMENSION MEETING

**Combating Racism, Intolerance and Discrimination in Society
through Sport**

**19–20 April 2012
VIENNA**

FINAL REPORT

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I. EXECUTIVE SUMMARY

The first Supplementary Human Dimension Meeting (SHDM) in 2012 was dedicated to exploring current manifestations of racism, intolerance and discrimination and to identifying measures to combat these problems, in particular in and through sports. It brought together 182 participants, including 108 delegates from 44 OSCE participating States, four representatives from four OSCE Partners for Co-operation, 61 representatives of 55 non-governmental organizations, and five representatives of four international organizations.

The meeting was organized into three working sessions:

- Racism, intolerance and discrimination: contemporary manifestations and challenges;
- Monitoring, preventing and responding to hate crimes, racist incidents, intolerance and discrimination, including in sports; and
- Sporting events as confidence-building measures and the role of sport in the promotion of integration and equality.

The SHDM provided an opportunity for an exchange of views and experiences on racism, intolerance and discrimination. Discussions focused on a variety of themes, including existing forms of racism, intolerance and discrimination in the OSCE area and contemporary challenges in combating these phenomena. Participants proposed a number of key recommendations and best practice initiatives targeting a wide range of stakeholders. Underscoring the obligations of participating States to prevent intolerance, racist violence and discrimination in society and to prosecute persons who break laws against such acts, the participants stressed the role of stakeholders including civil society, sporting associations, the media, international organizations and prominent sports and public figures in awareness-raising, capacity-building, and educational initiatives. The need to take advantage of major sporting events like the Union of European Football Associations (UEFA), the European Football Championship 2012 (Euro 2012) and the London Olympics and Paralympics to raise awareness about racism, intolerance and discrimination was also underlined. The previous SHDM on racism and related issues was held in November 2011.

The SHDM was preceded by a round table on Monitoring and Reporting Hate Crimes, Racism and Intolerance attended by 20 representatives of non-governmental organizations (NGOs). The participants prepared recommendations that were presented at the SHDM. These underscored the need for sporting associations and fan clubs to condemn explicitly acts of intolerance and discrimination and stressed the positive impact of the participation of sports celebrities in awareness-raising campaigns.

II. SYNOPSIS OF THE SESSIONS AND RECOMMENDATIONS

This section summarizes the discussions which took place during the opening session and the three thematic sessions and presents recommendations made by participants.

The recommendations were directed towards a variety of actors, in particular OSCE participating States, OSCE institutions and field operations, civil society actors and representatives of international organizations. These recommendations have no official status and are not based on consensus. The inclusion of a recommendation in this report does not suggest that it reflects the views or policies of the OSCE. Nevertheless, these recommendations serve as useful indicators for the OSCE to reflect on how participating States are meeting their commitments to promote human rights in these areas.

OPENING SESSION

Opening remarks were delivered by Ambassador Eoin O’Leary, Chairperson of the OSCE Permanent Council, and by Ambassador Janez Lenarčič, Director of OSCE/ODIHR, followed by the keynote speech of Ms. Joia Jefferson Nuri, President and Chief Executive Officer of “In The Public Eye Communications” and Senior Advisor and Communications Strategist to TransAfrica¹.

Ambassador O’Leary recalled the commitments of OSCE participating States to take robust and timely measures against racism, intolerance and discrimination to ensure social stability and prevent conflicts. He underscored the special responsibility of political and public leaders in raising awareness about the dangers of racism and intolerance and called on them to condemn racist sentiments, especially when they are voiced in public. He added that through expeditious investigation and prosecution of hate crimes authorities send an important message to perpetrators and to affected communities. In conclusion, Ambassador O’Leary stressed the importance of comprehensive and long-term strategies to prevent racism, intolerance and discrimination in society. He underlined that sports could be used as a platform to prevent and respond to these phenomena.

Ambassador Lenarčič stressed that sports can contribute to creating inclusive societies, in particular, by promoting the integration of migrants and persons belonging to vulnerable communities. He noted the existence of a robust normative framework to combat racism and discrimination at the international and national levels. He added that there are numerous successful initiatives to combat racism, such as those reported by governments, civil society and international organizations at the SHDM in November 2011. However, Ambassador Lenarčič urged participants to step up their efforts. He reminded political leaders, sports association leaders and law-enforcement agencies of their obligations to take appropriate actions to combat racist or intolerant conduct. In closing, he reiterated the need to support sustainable initiatives against racism, such as education and awareness-raising activities.

The keynote speaker, Ms. Joia Jefferson Nuri, referred to the history of racism in the United States including in sports, and showed how through sports the African American population of the United States shaped American society and culture and challenged prejudices and racism in society. Her contribution to the opening session emphasized the significant role of sports in breaking down the barriers of race,

¹ The texts of the opening session speeches can be found in Annexes 2 and 3.

discrimination and intolerance and the impact of this on inclusion and equality within communities, as well as within broader society. She expressed concern that success in sports might also contribute to the emergence of new stereotypes and prejudices about particular groups and sustain discrimination in other areas. She also explained that racism could be understood as a “marketing strategy” that had successfully created and perpetuated patterns of domination that persisted for generations. Ms. Jefferson Nuri concluded that although racial discrimination in sport was almost defeated in the United States, it remains a major challenge in other areas of social life due to the persistence of prejudices, ignorance and misperceptions.

SESSION I: RACISM, INTOLERANCE AND DISCRIMINATION: CONTEMPORARY MANIFESTATIONS AND CHALLENGES

Introducers:

Mr. Ralf-René Weingärtner, Director of the Directorate of Human Rights and Anti-discrimination, Council of Europe

Mr. Valeriu Nicolae, Founder and Director, Policy Center for Roma and Minorities

Moderator: Mr. Jean-Paul Makengo, President of the European Coalition of Cities against Racism (ECCAR)

Working Session 1 offered the participants an opportunity to discuss current manifestations of racism, intolerance and discrimination in the OSCE area and their impact and implications for security in society, as well as to discuss existing challenges in preventing and combating racism.

The first introducer of the Session, Mr. Ralf-René Weingärtner, described how the Council of Europe has been fighting discrimination in sports and promoting diversity and intercultural dialogue in and through sports. He stressed that racism in society and in sports remains a serious problem in Europe. While a robust legal framework exists at the international level, there are shortfalls in its translation into practice and enforcement at the national level. He reminded States of their obligation to enact appropriate legislation to combat racism and discrimination, including in sports, and highlighted the benefits of building the capacity of State actors to implement the law. Mr. Weingärtner underscored the potential of sports to fight discrimination, prejudices and stereotypes and to promote mutual understanding and respect. He noted that civil society, including professional and amateur sports associations, are principal actors for change. Mr. Weingärtner emphasized the need for co-operation among the relevant actors, including national and local authorities, sports associations and other non-governmental organizations to be successful.

The second introducer of the session, Mr. Valeriu Nicolae, presented a good practice example that fostered the inclusion of Roma children through their participation in sports activities. With the support of well-known Romanian football players and the Union of European Football Associations (UEFA), the Policy Center for Roma and Minorities enrolled Roma children in sports activities, allowing the children to experience inclusion rather than exclusion for the first time in their lives. He contended that many children were transformed by this experience, turning away from drug abuse and anti-social behavior. He concluded by saying that he aimed at

engaging children from different communities to play together in one team, so as to increase their chances to participate in society.

The subsequent discussion showed that no part of the OSCE area is immune from manifestations of racism, intolerance and discrimination. Both majority and minority groups were mentioned as targets of acts of violence and discrimination across the OSCE region. Several participants underscored the risk of escalation of isolated acts of intolerance into larger social unrest in times of economic crisis.

A number of participants deplored that at times extremist and ultra-nationalist groups used sports events to express their racist views. Others noted that expressions of bias in the sports arena had become commonplace. Overall, participants expressed concern about episodes of verbal and physical intolerance targeting in particular Muslims, Roma, Christians, Jews and other groups at sporting events. They stressed that sports associations and fan clubs should be used systematically to promote a culture in societies where equality is respected and diversity is valued. Some speakers mentioned that better use of the media and marketing strategies should be made to combat prejudices and stereotypes.

The importance of implementing existing OSCE commitments to combat hate crimes, including the Ministerial Council Decision 9/09², was underlined. Some participants called upon participating States to include a comprehensive definition of hate crimes in their legislation and to ensure effective investigation and prosecution of hate crimes. One participant noted with concern that in some participating States, hate crimes are not registered by the authorities. A number of participants stressed the pressing need for establishing comprehensive systems of monitoring, collecting and reporting hate crime data. Disaggregation of data by bias type was mentioned as a good practice by few participants. Some speakers encouraged participating States to submit hate crime data to ODIHR and to share information on best practices with ODIHR and other participating States in order to develop common approaches to address the issue. Training of law enforcement personnel, outreach to affected communities and close co-operation between police and civil society were mentioned as examples of good practice.

A number of speakers encouraged participating States to prohibit all aspects and forms of discrimination, including on the grounds of sexual orientation and gender identity.

Many participants underlined the importance of preventive measures to achieve sustainable results in the fight against racism. They called for implementation of such initiatives as educational activities, awareness-raising and public campaigns promoting tolerance and non-discrimination in sports and through sports. One participant stressed the need to improve financial support for grassroots organizations.

Numerous participants commented on the role of sports as a platform for promoting social cohesion, mutual understanding and tolerance, both within and across national borders. Several interventions described initiatives highlighting how sporting events could serve as a mechanism to build confidence and mutual understanding among

² The full text of the Ministerial Council decision is available at <http://www.osce.org/cio/40695>.

communities, and in particular to integrate migrants and persons belonging to minorities. Participation in sports was presented as a first step to ensure integration in societies, in particular access to employment and political life.

There was considerable discussion of the upcoming Euro 2012 Football Championship and the Olympic and Paralympic Games in London as good opportunities to show how sports can eradicate bias and discrimination that could lead to violence. The potential of the Paralympic Games to challenge the misconceptions and hostility that fuel hate crime against persons with disabilities was underscored.

Hate speech and intolerance in public discourse were also discussed during the session. Participants stressed the important role public figures, such as political leaders or top athletes, can play in condemning hate speech and intolerant discourse. Some speakers referred to the importance of criminalizing speech that incites violence. Noting the risk of restricting free speech, others stressed the need to comply with international law and standards when introducing provisions on speech into criminal law. More generally, a number of participants emphasized the importance of respecting fundamental rights, in particular freedom of expression, freedom of association and assembly, and freedom of religion or belief when fighting racism and intolerance.

At the conclusion of the session, Mr. Weingärtner stressed the importance of working in parallel against both hate crimes and intolerant conduct. He underlined that such efforts should target not only right-wing extremists, but also aim at all layers of society.

The following specific recommendations were made in Session 1:

Recommendations to OSCE participating States:

- Participating States should implement OSCE commitments on monitoring and reporting of hate crimes;
- OSCE participating States should collect and submit data regarding hate crimes to ODIHR for use in its annual report on hate crimes;
- When collecting data on hate crimes, participating States should produce disaggregated statistics based on ethnicity and religion;
- OSCE participating States that have not yet done so should enact laws that establish hate crimes as specific offences or provide enhanced penalties for bias-motivated violent crimes;
- OSCE participating States that have not yet done so should initiate law enforcement training programmes on responding to hate crimes, and should draw on the training expertise of OSCE institutions in this field;³
- Participating States should uphold their commitments in the area of freedom of religion, anti-discrimination and freedom of expression;
- OSCE participating States should increase their efforts to collect reliable statistics on hate crimes, including on those targeting Christians, and send the data to ODIHR;

³ One such programme is the ODIHR's Training against Hate Crimes for Law Enforcement (TAHCLE); further information on the programme is available at <http://www.osce.org/odihr/77457>.

- OSCE participating States should take action against incidents or crimes on the grounds of sexual orientation and gender identity;
- OSCE participating States should support existing initiatives by civil society organizations, sports associations and fan clubs aimed at preventing and responding to manifestations of intolerance in sports;
- OSCE participating States should encourage and support public campaigns to promote understanding, fairness and equality, with the participation of well-known athletes;
- OSCE participating States should encourage partnerships between national and local authorities on the one hand and civil society on the other to tackle discrimination in society;
- OSCE participating States should increase, especially in times of crisis, their financial support for activities to promote tolerance and non-discrimination and for ODIHR activities in these fields;
- The Chairmanship-in-Office should appoint a Personal Representative on Combating Intolerance and Discrimination against Christians;
- In follow-up to the OSCE Conferences in Berlin, Brussels, Cordoba, Bucharest and Astana, OSCE participating States should convene a high-level Conference in 2013 on racism, intolerance and discrimination;
- The upcoming Ukrainian Chairmanship-in-Office should organize an expert meeting to follow up on recommendations from the SHDM of November 2011 and the SHDM of April 2012.

Recommendations to OSCE institutions and field operations:

- The Representative on Freedom of the Media and ODIHR should develop tools for media professionals to combat racism, intolerance and discrimination. These tools can include guidelines for voluntary professional standards and self-regulation of the media;
- ODIHR should conduct training for educators, members of the media, civil society, law enforcement personnel and other members of the criminal justice sector, including prosecutors and judges, on how to address and respond to hate crimes.

Recommendations to international organizations:

- International organizations should fight intolerance and discrimination against Christians with the same determination as they fight hatred against members of other religious communities;
- International organizations should improve their co-ordination efforts to increase the effectiveness of measures to combat racism.

SESSION II: MONITORING, PREVENTING AND RESPONDING TO HATE CRIMES, RACIST INCIDENTS, INTOLERANCE AND DISCRIMINATION, INCLUDING IN SPORTS

Introducers:

Mr. Paulo Gomes, Chair of the Standing Committee of the European Convention on Spectator Violence and Misbehaviour at Sports Events and National Director of the Portuguese Public Safety Police

Ms. Marie-Luise Würtenberger, Head of the Tolerance Division of the German Federal Ministry of the Interior

Moderator: Mr. Pavel Klymenko, Chair of the “Football Against Prejudices” initiative and Member of Football against Racism in Europe Network (FARE)

Working Session 2 offered an opportunity for participants to discuss good practice examples of and gaps in monitoring, preventing and responding to intolerance, including in sports.

The first introducer of the session, Mr. Paulo Gomes, presented the monitoring mechanisms for implementation of the European Convention on Spectator Violence and Misbehaviour at Sports Events. He recalled that most European States have committed to adopt a legal framework and policies to prevent and combat racist, xenophobic, discriminatory and intolerant behaviour in sports. He referred to a number of national initiatives that aim at ensuring the safety of athletes and spectators at sporting events. For example, a number of States launched anti-racist campaigns with the support of UEFA. He highlighted the activities of international non-governmental organizations such as FARE and Football Supporters Europe. He gave particular credit to the Centre for Access to Football in Europe for its efforts to promote the rights of supporters with disabilities. In concluding, Mr. Gomes stressed that government and civil society actions were complementary and needed better co-ordination.

The second introducer of the session, Ms. Marie-Luise Würtenberger, presented the German experience in fighting against right-wing extremism in and through sport. She provided background information on two initiatives to illustrate her point. The first initiative, the “Fan Project” was implemented in 2002 by the city of Darmstadt with the support of the Federal Government and the German Football Federation. Its objective was to raise awareness about experiences of prejudice and intolerance among football fans. The organizers made a documentary film showing the impact of prejudice, with testimonies of fans and former neo-Nazi activists, and used its screening to start discussions on the topic. The project was replicated in 51 German cities. The second initiative consisted of the organization of joint campaigns by the Government and sports associations to raise awareness about the dangers of right-wing extremist ideology and the risk of sports clubs being infiltrated by right-wing activists. Successful components of the project included mobilization of well-known athletes, preventive work with young athletes and fans, and encouragement of the leadership to speak out against racist and other intolerant behaviour.

The presentations generated lively discussion. Some participants reiterated the points made in the previous session regarding the persistence of all forms of intolerance across the OSCE region, the need to adopt hate crime legislation and the importance of collecting comprehensive and reliable hate crime data.

Other interventions expressed concern about the increasing number of racist incidents. They reiterated the need to adopt appropriate legislation and to implement it robustly. They called on authorities to build the capacity of law enforcement agencies to investigate and prosecute hate crimes and encouraged them to make use of ODIHR’s Training against Hate Crime for Law Enforcement program. One participant underlined the importance of responding to so-called low-level hate incidents to stop

the cycle of violence. Others noted that manifestations of intolerance also stemmed from the leadership of sports clubs, associations and athletes, although most publicized events involved fans. There appeared to be general agreement that measures could be effective and sustainable only if they targeted all actors involved in sports.

Some speakers pointed out that law enforcement authorities and sports associations needed concrete guidance on how to respond to manifestations of intolerance based on bias in the sports arena. One intervention noted that a ministry of interior issued guidelines for law enforcement on how to respond to abusive, racist and discriminatory remarks and chants during football games. This document was also widely disseminated to sports clubs officials, supporter associations and referees.

Discrimination in sports management was discussed as well. Several participants regretted that few members of minority groups have been appointed to management positions in sports and suggested the introduction of quotas as a good practice.

Participants condemned some media outlets for spreading intolerant discourse, prejudice and stereotypes, saying that the media has an ethical responsibility to use its influence to counter prejudice and stereotypes.

A number of participants raised again the need for role models such as political leaders and top athletes to speak out against racism and discrimination.

A variety of good practices were mentioned, including awareness-raising initiatives, public campaigns with the participation of sports celebrities and praise by public figures of fair play. Other examples included educational measures, such as anti-bullying training for youth and programmes promoting the participation of children from vulnerable communities in sporting events. Some participants mentioned the creation of “safety director” positions and the training of stewards as ways to recognize racist speech during events.

A representative of one of the host countries of EURO 2012 described a range of measures put in place to monitor and prevent racist and intolerant incidents during the championship. Examples included public awareness campaigns against racism, anti-bias programs in schools, creation of so-called “inclusivity zones” where everybody should feel safe and establishment of “embassies of football fans,” a support service aimed at making fans feel welcome in foreign countries.

To conclude the session, Mr. Gomes reiterated the importance of adopting comprehensive national action plans to combat violence in sports. He called for improved co-operation between civil society and government authorities in this area.

The following additional specific recommendations were made in Session 2:

Recommendations to OSCE participating States:

- OSCE participating States should ensure security and safety at sports events;
- OSCE participating States should draw up comprehensive national action plans to combat racism and intolerance in and through sports, in close co-operation with sports associations and civil society at large.

Recommendations to OSCE institutions and field operations:

- ODIHR should develop educational material on preventing and responding to hate crimes and incidents against Christians.

Recommendations to non-governmental organizations

- Non-governmental organizations dealing with racism and intolerance and sports association should improve co-operation to fight intolerance more effectively;
- Sports clubs should encourage top athletes to promote mutual respect and understanding.

SESSION III: SPORTING EVENTS AS CONFIDENCE-BUILDING MEASURES AND THE ROLE OF SPORT IN THE PROMOTION OF INTEGRATION AND EQUALITY

Introducers: **Mr. Ceno Aleksandrovski**, Country Coordinator of the Open Fun Football Schools

Lord Michael Walton Bates, Member of the House of Lords

Moderator: **Dr. Mischa Thompson**, Member of the Commission on Security and Cooperation in Europe (Helsinki Commission)

The third working session presented participants with the opportunity to exchange information about initiatives and sports programmes aimed at fostering understanding, tolerance and mutual respect for others as a means of combating discrimination, prejudices and stereotypes across the OSCE region.

The first introducer of the session, Mr. Ceno Aleksandrovski, described the Open Fun Football Schools, a project implemented by the Cross Cultures Project Association. The project's objective is to promote mutual respect and understanding among youth from different ethnic and religious communities. Since 1998, the Association has organized summer schools for more than 250,000 children in South-Eastern Europe and in the Middle East involving football games and other recreational activities. Emphasis is put on bringing children together in a safe environment to help them appreciate their differences and discover similarities.

The second introducer of the session, Lord Michael Walton Bates, presented his initiative to revive the Olympic Truce concept in the run-up to the 2012 Olympic and Paralympic Games. In an effort to draw attention to the original spirit of the Olympic Games, Lord Bates walked 3,000 miles across Europe from Athens to London. On his journey through the Balkans, the battlefields of the First and Second World Wars and across the former front line of the Cold War, Lord Bates promoted the key principles of the Olympic Games: fairness, equality and respect. The initiative was presented to the United Nations General Assembly in October 2011 and was co-sponsored by all 193 UN member States.⁴

⁴ U.N. General Assembly, 66th Session. "Draft Resolution [Building a peaceful and better world through sport and the Olympic ideal]" (A/66/L.3). 11 October 2011. Adopted on 17 October 2011 under A/RES/66/5.

In the discussion that followed, the participants agreed that sports could serve as an efficient platform to promote equality and respect. It was noted that team games in particular promoted loyalty, friendship and solidarity among players from different backgrounds. Some participants regretted that the majority of football associations in the European Union limit the number of foreigners allowed to register. A suggestion was made to analyze the legal barriers to the participation of foreigners in sports.

As in the previous sessions, many participants stressed the potential of prominent athletes to be positive role models. Some mentioned that celebrities should be asked systematically to engage in anti-racism campaigns. A number of participants underlined the importance of ensuring career opportunities in management and ownership of sports clubs for retired athletes, in particular those belonging to minorities. Some participants recalled the “Rooney rule” – which requires teams in the U.S. National Football League to interview candidates from minority groups for head coach and other senior positions – as an example of positive action and called for broader implementation of this rule in all sports.

Recognizing the added value of initiatives involving sports, a number of speakers urged participating States to increase funding for programs combating intolerance and discrimination in and through sports.

To conclude the session, Mr. Aleksandrovski stressed the importance of ensuring gender equality and participation of women in top management positions in international and national sport organizations. Lord Bates reiterated that sportsmen and sportswomen can bring change and should be urged to display positive values of fairness, equality and respect.

The following additional specific recommendations were made in Session 3:

Recommendations to OSCE participating States:

- OSCE participating States should increase financial support for programs, including sports programs, fostering appreciation for diversity and combating all forms of discrimination;
- OSCE participating States should develop national action plans to fight racism, intolerance and discrimination in consultation with affected groups;
- OSCE participating States should develop, if they have not done so yet, policies to foster participation of youth in sports;
- OSCE participating States should support civil society initiatives that promote interaction of youth from diverse ethnic communities;
- OSCE participating States should analyze the legal barriers to the participation of foreigners in sports;
- OSCE participating States should systematically ask sports celebrities to participate in anti-racism campaigns.

Recommendations to the OSCE institutions and field operations:

- OSCE field operations should support sports programs and youth development initiatives to combat discrimination and prevent hate crimes;
- OSCE institutions and field operations should publicly condemn manifestations of intolerance based on bias.

Recommendations to civil society:

- Sports associations should subject members who are involved in racist acts and/or speech to strong sanctions as a clear deterrent. Such sanctions should be consistently applied;
- Sports associations should work in collaboration to agree upon appropriate and effective sanctions;
- Sports associations should consider utilizing affirmative action initiatives in their hiring processes.

III. ANNEXES

ANNEX 1: Agenda



Supplementary Human Dimension Meeting

COMBATING RACISM, INTOLERANCE AND DISCRIMINATION IN SOCIETY THROUGH SPORT

19-20 April 2012
Hofburg, Vienna

AGENDA

Day 1

19 April 2012

15:00 – 16:00

OPENING SESSION

Opening remarks:

Ambassador Eoin O'Leary, Chairperson of the OSCE Permanent Council, Ireland's Permanent Representative to the OSCE

Ambassador Janez Lenarčič, Director, OSCE Office for Democratic Institutions and Human Rights (OSCE/ODIHR)

Keynote speech:

Ms. Joia Jefferson Nuri, Senior Advisor and Communications Strategist to TransAfrica

Technical information by **Ms. Floriane Hohenberg**, Head of the Tolerance and Non-Discrimination Department of the OSCE/ODIHR

16:00 – 18:00

**SESSION I: Racism, Intolerance and Discrimination:
Contemporary Manifestations and Challenges**

Moderator:

Mr. Jean-Paul Makengo, President of the European Coalition of Cities against Racism (ECCAR)

Introducers:

Mr. Ralf-René Weingärtner, Director of the Directorate of Human Rights and Anti-discrimination, Council of Europe

Mr. Valeriu Nicolae, Director of Policy Center for Roma and Minorities

18:00 – 19:00 Reception hosted by the Irish Chairmanship

Day 2 **20 April 2012**

10:00 – 12:00 **SESSION II: Monitoring, Preventing and Responding to Hate Crimes, Racist Incidents, Intolerance and Discrimination, including in Sports**

Moderator:

Mr. Pavel Klymenko, Chair of the 'Football Against Prejudices' initiative and Member of Football against Racism in Europe Network (FARE)

Introducers:

Mr. Paulo Gomes, Chair of the Standing Committee of the European Convention on Spectator Violence and Misbehaviour at Sports Events and National Director of the Portuguese Public Safety Police

Ms. Marie-Luise Würtenberger, Head of the Tolerance Division of the German Federal Ministry of the Interior

12:00 – 14:00 Lunch

14:00 – 16:00 **SESSION III: Sporting Events as Confidence-Building Measures and the Role of Sport in the Promotion of Integration and Equality**

Moderator:

Dr. Mischa Thompson, Member of the Commission on Security and Cooperation in Europe (Helsinki Commission)

Introducers:

Lord Michael Walton Bates, Member of the House of Lords

Mr. Ceno Aleksandrovski, Country Coordinator of the Open Fun Football Schools

16:00 – 16:30 Break

16:30 – 17:30 CLOSING SESSION

Reports by the Moderators of the Working Sessions

Comments from the floor

Closing remarks

Ambassador Janez Lenarčič, Director of the OSCE/ODIHR

17:30

Closing of the meeting

ANNEX 2: Opening Remarks

Address by Ambassador O’Leary
Chairperson of the OSCE Permanent Council
at the Opening Session of the OSCE Supplementary Human Dimension Meeting
on “*Combating Racism, Intolerance, and Discrimination in Society through Sport*”
Hofburg, Vienna
19 April 2012

Good afternoon everyone and welcome to the 1st Supplementary Human Dimension Meeting of the year, on the topic of Combating Racism, Intolerance and Discrimination in Society through Sport. This event is particularly topical in view of some high-profile sporting events taking places in OSCE participating States including the UEFA European Championships in Poland and Ukraine (to which Ireland have qualified for the first time in 24 years) and of course the Olympic Games in the United Kingdom. We are all too familiar with manifestations of racism and other forms of discrimination and intolerance against sportsmen and women, as can be seen by some recent high-profile incidents in major European football leagues. This is a particularly damaging and dangerous phenomenon because of the danger that younger sports fans may learn new prejudices or have existing prejudices reinforced by their role models.

Of course manifestations of hatred and intolerance do not just occur in sports, and despite efforts to combat intolerance in society, many individuals continue to be victims of discrimination and violent acts continue to threaten stability and security of the OSCE region.

Measures to prevent acts of racism and/or intolerance are necessary not only to protect the targets of hatred, but also to ensure social stability. Failure to do so can lead to deep-rooted social tensions and conflicts and, in the worst-case scenario, conflicts that may degenerate into broader ethnic-based violence and a breakdown of the political order. We need to ensure that this outcome is prevented by expeditious and robust state intervention.

To be more effective, responses to prevent racism, intolerance and discrimination need to be focused. Participating States are encouraged to step up their efforts to address manifestations of intolerance and in particular hate crime in a timely and robust fashion since they have the potential to degenerate into broader conflicts.

Political leaders also bear a special responsibility in raising awareness about the dangers and unacceptability of racism and intolerance. They should vocally and clearly condemn racist sentiments when they are voiced in public and political discourse.

Law enforcement agencies also have a crucial role to play in combating racism, intolerance and discrimination in society and sport. Prompt and thorough investigation of incidents and crimes is important in sending out a message to perpetrators that society will not tolerate these kinds of behavior or actions thereby sending out a message of support to the victims and their communities. This is an important outreach activity and one that must be considered anytime racist, intolerant, and discriminatory acts occur.

Therefore we hope that this Supplementary Human Dimension Meeting can use sport as a platform to address the wider issues of intolerance in society. Across the OSCE region millions of people are engaged in sport as spectators and participants, at all age groups and across diverse backgrounds. Sport has the capacity to be an important vehicle for promoting social cohesion, mutual understanding and tolerance, both within and across national borders. For instance in Ireland, for decades sport had been an area of division, even resulting in certain professions and sections of society prohibited from playing or participating in Gaelic football or hurling (the two national sports in Ireland). However these anachronistic rules were repealed as peace emerged and sport is now seen as a means to bring cohesiveness to society, and is recognized by politicians of all backgrounds who are keen to be seen attending high profile sporting events.

Sporting events can and do serve as a mechanism to build confidence and mutual understanding and promote tolerance and respect between different communities.

Furthermore, they serve to highlight the important role of sport in promoting integration, equality and tolerance in society at large.

I hope the meeting leads to constructive debate and I look forward to hearing your thoughts throughout the three working sessions which include some excellent speakers, moderators and introducers with expertise in combating intolerance in sport and across society.

Thank you very much.

Address by Ambassador Janez Lenarčič
Director of the OSCE Office for Democratic Institutions and Human Rights
(ODIHR)
at the Opening Session of the OSCE Supplementary Human Dimension Meeting
on “Combating Racism, Intolerance, and Discrimination in Society through Sport”
Hofburg, Vienna
19 April 2012

Excellencies,
Ladies and Gentlemen,

It gives me great pleasure to welcome you to this Supplementary Human Dimension Meeting on “*Combating Racism, Intolerance, and Discrimination in Society through Sport*” this afternoon.

Over the next two days, we should examine contemporary forms of racism, intolerance and discrimination – including hate crimes – in societies across the OSCE region. More concretely, we should analyze how sport and sporting events can be used to tackle these phenomena and share good practices developed to promote diversity and equality.

These are not new phenomena, but the challenges seem to be on the rise. Let me mention three of them:

- The continued economic crisis that at times results in “scapegoating” of visible minorities;
- The portrayal of migration as a threat to local populations, the rise of right wing political parties and groups expounding nationalist and xenophobic ideologies;
- And at the same, drastic cuts to public spending, which have particularly affected social awareness programmes.

A robust normative framework has been developed to combat racism and discrimination at both international and regional levels; but the pace of progress has been slow. ODIHR’s annual hate crime report shows that intolerance and

discrimination remain a significant problem across the OSCE region, undermining personal, neighbourhood and State security, and eroding confidence across and among communities.

People are discriminated against, threatened and injured when they are targeted for no other reason than being perceived as belonging to a specific ethnic, “racial”, religious or other group.

A host of initiatives, emanating from government agencies, civil society and international organizations, were presented at the last SHDM in November 2011 in the area of awareness raising or education. But most participants stressed the need to devise a concerted approach in order to achieve sustainable results. Sports can certainly be an area where all these actors can make a difference: it brings together millions of people, transcending sex, colour, gender, age, nationality or religion, and has thus the potential to play an important role in creating an inclusive society.

Sports activities – ranging from the local to the national and international level, at an amateur and professional level – can support the integration of migrants and persons belonging to minorities into society as whole.

Indeed, it is in the arena of sports where minorities break through the glass ceiling. So sport has the potential to promote inclusion, and I am certain we will hear more on this from our speakers today.

Far from being a marginal activity, sports have favored the emergence of a number of new role models. Millions of people, and not only youth, look up to the top athletes: their behaviour on the playground, their attitudes in life and their statements have the potential to influence society at large.

But of course sport, as an activity that focuses emotions of societies, is not beyond the challenges that societies themselves face. Racism and intolerance also manifest themselves in sports.

- Athletes and their support teams and sports fans have been the target of attacks based on religious, ethnic, racial, linguistic or other bias.
- Also, national and international sporting events have been used by ultra-nationalist groups to spread racial prejudice and xenophobia.

These events are well reported on and imply a crucial role to be played by law enforcement, sports federations and fan clubs to prevent and respond effectively to manifestations of racism and hate.

Ladies and Gentlemen,

This year, two major sporting events are taking place – the Olympic Games in London and the UEFA EURO football championship in Poland and Ukraine. Both events will attract millions of fans.

In this meeting, we will hear about programmes and initiatives developed by governments and civil society organizations which build confidence and promote integration and equality in societies.

We all bear a responsibility to support these initiatives and to respond adequately to intolerant and racist acts.

Political leaders especially need to raise their voice and speak out about the dangers and unacceptability of racism and intolerance. So do heads of national leagues and fan clubs. They have an obligation to condemn racist sentiments when they are voiced in political and sports discourse.

Law enforcement and criminal justice agencies also have a crucial role to play – expeditious and robust investigation of incidents and crimes sends out the message that society will not tolerate such acts; and that victim communities will be protected.

It is my hope that the discussions over the next two days will lead to a number of recommendations for participating States, civil society and ODIHR. I hope that these recommendations will shed a new light on how we can be more effective and efficient in our efforts to fight racism, intolerance and discrimination.

Our Office will continue to be at your disposal to offer assistance and support to all participating States in this endeavour.

Thank you.

ANNEX 3: Keynote Speech by Joia Jefferson Nuri

Good afternoon. I would like to thank the OSCE for the invitation to address the Supplementary Human Dimension Meeting on Combating racism and intolerant behavior through sports. I want to extend a special thank you to the Chairmanship-in-Office and to the ODIHR Director, Ambassador Janez Lenarčič, for extending the invitation to me to speak here. Our challenge at this meeting is to define and understand contemporary manifestations of racism, intolerance and discrimination in

society and seek innovative practices in sports for combating identity-based hatred and violence.

Before proceeding, please allow me to say a few words about myself. I am Joia Jefferson Nuri and I address you today as a public policy communications strategist from the United States. I assist NGOs and political and community leaders in developing the most effective messaging and methodology to seek workable solutions to these issues. In the exploration of ways to find common language I have travelled to South Africa, Zimbabwe, Brazil, Venezuela, England, France, and throughout the United States.

I hope to show you the connection between sports and the ongoing race debate in the United States.

Statements of defiance to the social constructs of racism through sports have a long history in dictating the inherent power of sports to galvanize people around broader social issues and concerns. In my home country, professional sports were off limits for black men until the 20th century. Sports represented the same complete segregation that was the legal norm in the rest of society. Professional Baseball, the National Football League and professional boxing would not allow black men to compete. In the early 20th century legendary heavy weight boxer Jack Johnson started a chain of events that would not only begin to reshape American sports but American society and culture.

In 1908 two sports dominated the American landscape: baseball and boxing. Both sports drew large crowds and every sports writer knew that to get readers they had to cover baseball and boxing. To be the heavy weight champion is one of the greatest honors afforded an athlete. Jack Johnson was a confident black man who vocally expressed his opposition to the racist laws that defined America and also proudly proclaimed his superiority over any other fighter (black or white). This bravado rustled the feathers of American culture and sports journalism. There were cries encouraging someone to come forward and quiet Jack Johnson. In 1910, the white undefeated former heavy weight champion James Jefferies came out of retirement to fight Johnson. The racial tension was so high the day of the fight that guns were banned from the arena where the fight was being held.

In 15 rounds Jack Johnson defeated Jefferies. History records that the outcome of the fight triggered violence against black men by whites all across the United States. Historian Ken Burns reports that Johnson's victory over Jeffries had dashed the white communities' long held belief that blacks were inferior and incapable of defeating a white man in a sport. The ramifications of the Jack Johnson victory and his continued success for more than a decade also held political ramifications. The question among whites arose: if a black man can win at sports what other feats was he capable of?

The success of Jack Johnson in a boxing ring opened the political dialogue in the United States for a bigger discussion about race and equality. The National Association for the Advancement of Colored People, the NAACP, was formed in the years of Mr. Johnson prominence in sports.

Today, nearly 100 years later, the NAACP stands as a pillar of political thought in the US on race.

Sports are a thread that weaves itself through our lives and represents not only our heartfelt attraction to competition but is also a barometer of our society's beliefs about race and other forms of intolerance and prejudices.

Years after Jack Johnson, as the world was sliding into global conflict for a second time, the Olympics, the oldest sporting event, took place in Berlin. In 1936 Adolf Hitler hoped the games would showcase German supremacy in sports and thus support his political objectives. A 23 year old African-American track and field athlete named Jesse Owens became the most successful athlete in the games. He won four gold medals in five days. This was a huge blow against Hitler's Nazi propaganda as well as a victory in the fight for race equality globally. But despite his victories in the Berlin Olympics, racial segregation faced Jesse Owens when he returned to the U.S.: You see Owens was only allowed to ride the service elevators in the New York City hotel where he was being honored.

In the 20th century, two more times would a boxing champion be the world's most recognizable representative of the continuing battle around race. In 1936 a soft spoken African-American boxer named Joe Louis was defeated by Germany's Max Schmeling. Schmeling's victory over a black man was touted by Nazi officials as proof of their doctrine of Aryan supremacy. For their rematch in 1938 the Nazi party sent representatives with Schmeling to New York City.

All over the world activists were fighting the global battle to end colonialism in Africa and the Caribbean as well as segregation in the United States. Their numbers were small and their voices could barely be heard over the cultural, governmental, and societal institutions that held blacks as inferior or as US Supreme Court Justice Roger B. Taney wrote in 1857, "The negro has no rights which the white man is bound to respect". But now the activists would be heard loud and clear. In 1938, more than 70,000 people came to Yankee Stadium in New York to see the fight between a descendant of slaves and a German national for the heavy weight championship of the world.

The fight was broadcast to millions of people around the world in English, German, Spanish and Portuguese. The fight lasted two minutes and four seconds. Joe Louis knocked Schmeling out and was proclaimed the heavy weight championship of the world, title he held longer than any other champion in history.

My father told me stories about that night. He was a young man in Pennsylvania. He said that black people gathered in bars and churches and homes and listened on the radio. After Joe Louis defeated Max Schmeling he said there were cheers and laughter from every corner of the black community in Pennsylvania and around the country. Black people saw Louis' victory as their own. The defeat of Schmeling was affirmation of their own abilities and humanity.

Unfortunately, my father tells me, that a racist portion of the white community took the defeat of Schmeling badly. Black men were beaten and killed that night by mobs

of white men who also believed Louis' victory represented a paradigm change in race relations.

Sports and sporting figures force us into a truth telling that we can avoid on many other stages. The grandness of sports and the glaring light we shine on it makes it hard to hide the dirty little secret of racism. Muhammad Ali held that spotlight on us and forced us into a conversation about war and race that altered the way the US dealt with both for a generation.

Thirty years after Joe Louis' defeat of Max Schmeling, the charismatic heavy weight champion of the world Cassius Clay, who we now know as Muhammad Ali, converted to Islam and refused to be drafted into the US army and be sent to Vietnam to fight. As a penalty for his defiance, he lost his boxing licence and with it, the right to fight. He also lost millions of dollars and his reputation was tarnished in most circles. The media attacked him. Politicians condemned him as being un-American and a traitor.

Muhammad Ali stood for a just and inclusive society. He refused to fight for American "freedom" abroad when as a black American he was not free. Despite being at the top of his field, in 1960's America the Jim Crow segregation laws limited where he could live, eat and educate his children.

When asked why he did not enlist in the Army and go fight in Vietnam like thousands of others of US citizens, he replied, "I ain't got no quarrel with the Vietcong... No Vietcong ever called me nigger." The anti-war movement in the United States, and around the world, gained a strong voice in the battle to end an unjust war and the civil rights movement drew strength from this athlete who stood as a man demanding his humanity.

After World War II America's most popular sport at the time, baseball, integrated. Jackie Robinson broke the baseball's "color line" when he played his first game with the Brooklyn Dodgers in 1947.

Jackie Robinson's outstanding character and unquestioned talent as an athlete challenged the basis of segregation. In following years, the civil rights movement in the United States became more vocal and gained strength from the integration of what was then called "America's pastime". The new demands were also fuelled by the black soldiers' contributions to the war efforts.

Civil Rights lawyers such as Thurgood Marshall, who later served on the Supreme Court, and young leaders such as Martin Luther King, Jr. created strategies to support the integration of all public services and facilities. The 1950's saw a concerted effort by lawyers and activists to eliminate segregation laws in schools, public transportation, and housing.

In 1968 the ultimate challenge to racism by black athletes happened at the Olympic Games in Mexico City. Tommy Smith and John Carlos stood before the world accepting their medals with fists held in the air giving the black power salute. Like Muhammad Ali, they became intentional symbols of defiance. They stood bravely demanding their nation honor them as men and not just sports figures.

Sports have played a significant role in breaking down the barriers of race, discrimination and intolerance. But this is a double-edged sword. While, as I have pointed out, sports is the measuring stick by which we can so often measure racism, it is also a mechanism that is used to cast black men as physical brutes who are only capable of major career success on a playing field or in a boxing ring. In large measure the most famous and successful black men are athletes or entertainers. The belief that black men have dominant physical abilities dates back to dehumanizing images of slaves and colonized black men doing physical labor.

Advertising executive Tom Burrell, author of the best seller *Brain Washed*, asserts that racism is a marketing strategy that has created images of power and inferiority that we have all bought into for generations. If we accept this premise, it is important for us to reverse the images and behaviors that support that lie. At the heart of the problem is ignorance of each other and fear of change.

From grade school through college black children are pushed to be athletes because of what is commonly called their “natural ability”. Throughout my own studies I knew many black students who were told not to waste their time dreaming of law school. They should play sports. Today college athletes are leaving college early to pursue a professional career. There is little regard to getting the best education to prepare for life. Sports are a short cut to success. This continues to be a dangerous precedent.

I had the privilege of attending a previous SHDM here last November. I heard the moving keynote address by Ms. Doreen Lawrence who told the story the violent murder of her son, Stephen, at the hands of bigots. He was standing at a bus stop. He was just standing there. He was stabbed and killed. She took us through an emotional journey of hearing of her son’s murder, the failure of authorities to respond to her pleas for justice in a timely manner and the courage it has taken for her to mount a fight for justice for her son, all black children and mothers all over the globe.

Thankfully, she finally received some justice with the subsequent guilty verdicts and sentences handed down to two of the alleged attackers of her son.

I am a mother. My daughter is a young adult. A decade ago when she became old enough to go out into the community without me, the fear began. The marketing campaign of racism that paints my young black child and her male friends as threats fills me with the fear that potentially Doreen Lawrence’s sad story will one day be my own. The constant bombardment of reductive images of black people as entertainers, athletes or criminals is pejorative and must be questioned.

My child and her friends are not entertainers or athletes thus many conclude: they must be criminals. I sit in fear each time she leaves the house that a simple traffic stop, a small argument, or a misunderstanding will result in major injury or her death. I listened to Doreen Lawrence with tears in my eyes because I fear her story will become my story not because my daughter will do something wrong but simply by the fact that she is young and black in a world where her life does not hold the same value of the children of other races and ethnicities.

This story of race and violence is currently playing itself out in the United States and on the front pages of newspapers around the world. A 17 year old African American named Trayvon Martin was walking through a gated community in Florida. Trayvon was wearing a hooded jacket and baggy pants, common attire for young people in the U.S. An armed neighborhood watch captain, a middle aged white man, shot and killed him. George Zimmerman did not kill Trayvon Martin because of what he did but because of his race and age. The watch captain was arrested 50 days after the killing and only after an international outcry and the appointment of a special prosecutor by Florida's governor. Unfortunately, as noted by many European newspapers, this is a common story in US history – the devaluing of black life and the failure of government agencies to enforce the law when faced with the conflict between a white man's recollections of the events versus a black life.

In my own life the constant fear that goes with being black played out just a few weeks ago. I have spent my life trying to combat the slings and arrows of racism by getting a good education, building a successful career and establishing some level of financial security. This has afforded me international travel and a home in a well-heeled neighborhood in suburban Washington, D.C. I love my home and I have come to know my middle class white neighbors well. But two weeks ago my daughter's best friend came to visit. He is a 22 year old, 6'2" black man with a very large, deep voice. Tom is a lovely young man who wears the uniform of many young men, baggy pants and a hooded sweat shirt. On this particular evening as the warm spring night drew near he told me he wanted to take a walk through the neighborhood. I was horrified. I feared my neighbors would not respond well to seeing a young black man walking in the neighborhood alone at night. I did not think he would be shot but I was quite certain someone would call the police. I have walked my 125 pound Akita through the neighborhood twice a day for the past 7 years. My neighbors sometimes only recognize me because I am with the dog. I told Tom to take the dog with him so the neighbors would see him as benign. They know the dog and with the dog they would look upon him kindly. If he were Kobe Bryant or Michael Jordan he would be safe. But as an average black person in America he lives every day under the threat of harm.

As he walked away from the house with the dog on a leash my eyes filled with tears. Why do I have to send a dog to protect a black man? Why can't black men move freely through my community or any community without fear of attack? Who are we members of the human race that even today we buy into the supreme marketing strategy of racial inferiority and intimidation? I stood there on my street, lined with perfectly manicured lawns, and felt the same fear and anguish of every black mother on earth.

We see images, attach a historical value to them and respond accordingly. Constant media images of black men committing crimes and white men as the CEO reinforce the notion of power and inferiority. After generations of mis-education our most daunting task is the change perceptions. In the age of high speed internet the images come at us faster and with more power than generations before us. What role does popular culture –television, movies, music videos – play in the continuation of racially charged images? What role could the internet and popular culture play in shaping a new paradigm of perception of race, gender, and people from different cultures?

I am part of an industry that crafts marketing images. I work with my clients to define the problem; assess the full situation; set goals, make a plan of execution and create an implementation plan.

What would the future hold if communications strategists, film makers, television producers, publishers, and government leaders were given a decade long assignment of countermanding the racist marketing scheme that has been the underpinning of racism and xenophobia? Crossing all borders the charge to these professional image-makers would create a truth that reflected the world we live in today. And the world we are building for tomorrow. What if we change, alter our perceptions of each other? Changing the false perception of race would give the survivor space to grow and alleviate the threat felt by the perpetrator.

In the US, successful athletes are often treated as deities. We worship and adore them. They embody our best hopes for ourselves. Today a successful black athlete can be immune to the explicit burdens of racism. He or she is welcomed in any venue or neighborhood. But the transformation of the black athlete into being a full, free citizen has not translated to black people in general. How can we work together to assure that this elite privilege is offered to our children and every world citizen?

As government leaders, you are also communications strategists who have the power to change the imagery and thus change minds and hearts. What is your commitment to changing the thought pattern? How do we join forces across the globe and craft a common language for dealing with hatred that will have implications everywhere?

This is not an easy or short term fix as you all know. But the process has to come from a place of love and caring for both sides of this bloody equation. In conclusion, be it slavery, colonialism, or modern day racism there is a historical continuity of race and racist policies that we are responding to. The methods of handling the hate crimes have to reflect and respect the historical continuity and quickly move forward to address and to eradicate it. We must use the technology at our disposal and empower everyone to change.

Thank you so very much for this opportunity to address this body. Thank you for allowing me to share my views.

ANNEX 4: Biographical Information on Introducers and Moderators

Combating racism, intolerance and discrimination in society through sport

**19–20 April 2012
HOFBURG, VIENNA**

Biographical Information: Speakers and Moderators

Keynote Speaker:

Ms. Joia Jefferson Nuri, Senior Advisor and Communications Strategist to TransAfrica

Ms. Joia Jefferson Nuri is a public policy communications strategist. She is the President and CEO of “In The Public Eye Communications” and Senior Advisor and Communications Strategist to TransAfrica, the African American human rights and social justice advocacy organization. In her role, she serves as a consultant and senior advisor to leading human rights organizations and political activists. “In The Public Eye Communications” company works solely with clients committed to uplifting the human spirit and creating positive change. It specializes in work that delivers a message of hope and tolerance. The company’s client list includes TransAfrica, Africare, the Global Women Story Circle, the Institute for Policy Studies, the United Negro College Fund and others. Ms. Nuri has testified before U.S. Congressional committees on the failure of aid organizations in Haiti and before international bodies on the state of workers rights. She has written the U.S. Congressional testimony on the effect of the world food shortage on children under the age of five.

Ms. Nuri worked as a producer in network newsrooms for two decades before creating “In The Public Eye Communications.” Her resume reflects the breadth of her work experiences including NBC, CBS, NPR, and C-SPAN. As a reporter she covered emerging democracies in West Africa. She brings a vast knowledge of the inner workings of world politics and international newsrooms.

SESSION I: Racism, Intolerance and Discrimination: Contemporary Manifestations and Challenges

Moderator:

Mr. Jean-Paul Makengo, President of the European Coalition of Cities against Racism

Mr. Jean-Paul Makengo has been the President of the European Coalition of Cities against Racism (ECCAR) since November 2011. He is also Deputy Mayor of Toulouse and Regional Councilor of Midi-Pyrenees.

ECCAR's "Ten-Point Plan of Action for the European Coalition of Cities against Racism" covers various areas of competence city authorities engage in, including sport, and includes practical policy suggestions for municipal actors. ECCAR is also co-organiser and the implementing partner of the "Youth Voices against Racism" initiative. Implemented in 2008 by ECCAR and initiated by ECCAR, FC Barcelona and UNESCO, the initiative organized consultations with young people in ECCAR municipalities surrounding racism and sports.

Introducers:

Mr. Ralf-René Weingärtner, Director of the Directorate of Human Rights and Antidiscrimination, Council of Europe

Mr. Ralf-René Weingärtner is the Director of the Directorate of Human Rights and Anti-discrimination in Council of Europe. Since 1988 he has held posts in both national and international public administrations, including higher management positions in the Federal Public Employment Service (Berlin), the German Federal Ministry of Economic Affairs (Berlin), the International Labour Organisation (Geneva), the German Federal Ministry for Labour and Social Affairs (Berlin), Treuhandanstalt Headquarters (Berlin), the European Commission (Brussels) and the German Representation to the European Union (Brussels).

In January 2004, Mr. Weingärtner was appointed to the post of Director of Youth and Sport at the Council of Europe (Strasbourg). In 2007 and 2008, Mr. Weingärtner conducted the Council of Europe youth campaign "All different all equal" against racism and discrimination in 42 member States of the Council of Europe. As of 1 October 2011, Mr Weingärtner was nominated as Director of Human Rights and Anti-discrimination within the new Directorate General of Democracy (DGII).

Mr. Weingärtner holds a Ph.D. in Sociology and his research focused on theories of modernization.

Mr. Valeriu Nicolae, Director of the Policy Center for Roma and Minorities

Mr. Valeriu Nicolae is the Director of the Policy Center for Roma and Minorities and Advocacy Director in European Roma Grassroots Organizations Network (ERGO). He also served as the Executive Director of ERGO until 2008. He started an educational project for Romani children in Romania, worked with numerous Roma and human rights organizations and published extensively. From 2003 to 2005, he worked as the Deputy Director of the European Roma Information Office in Brussels. He has been a fellow and senior consultant with the Roma Initiatives of the Open Society Institute since 2006. Mr. Nicolae has been involved in anti-racism campaigns in sports, working with UEFA, FIFA and Romanian sports organizations. He has an academic and professional background in programming, management and diplomacy and many years of experience as an activist for Roma rights.

His book *We are the Roma* will be published in May 2012.

SESSION II: Monitoring, Preventing and Responding to Hate Crimes, Racist Incidents, Intolerance and Discrimination, Including in Sports

Moderator:

Mr. Pavel Klymenko, Chair of the “Football Against Prejudices” initiative and Member of Football against Racism in Europe Network (FARE)

Mr. Pavel Klymenko is the Chair of the “Football Against Prejudices” initiative, an educational and monitoring organization that focuses on tackling racism and discrimination in the Ukrainian football. Mr. Klymenko was a chief contributor to the report “Hateful – Monitoring Racism, Discrimination and Hate Crime in Polish and Ukrainian Football 2009 – 2011” produced by the Never Again Association, in co-operation with FARE. He is also an active member of the FARE network Eastern European Development Project. The FARE Eastern European Development Project is administered by the “Never Again” Association and includes a small grants pool for local anti-racism organizations in Poland and Ukraine. In 2009 and 2010 the entire budget was devoted to supporting Ukrainian initiatives against xenophobia and racial extremism.

Introducers:

Mr. Paulo Gomes, Chair of the Standing Committee of the European Convention on Spectator Violence and Misbehaviour at Sports Events and National Director of the Portuguese Public Safety Police

Mr. Paulo Valente Gomes is Police Chief Superintendent and he assumed the post of the National Director of the Portuguese Public Safety Police (PSP) as of 1 February 2012.

Since 2008, he has been the Chairman of the Standing Committee of the European Convention on Spectator Violence of the Council of Europe. He has participated in this Committee since 2000, first as a member of the Portuguese delegation and then as Vice President.

Over the last 14 years, he has taken part in several international co-operation initiatives in the field of major events security and prevention of sport-related violence and discrimination, namely with the EU, UEFA and the United Nations. Mr. Gomes was the executive secretary of the National Committee for the Security and Safety of UEFA EURO 2004. He was also the head of the Portuguese Police delegation to the FIFA World Cup 2006 in Germany, and the UEFA EURO 2008 in Austria and Switzerland.

Ms. Marie-Luise Würtenberger, Head of the Tolerance Division of the German Federal Ministry of the Interior

Ms. Marie-Luise Würtenberger is the Head of the Tolerance Division of the German Federal Ministry of the Interior (BMI). She worked as a lawyer from 1989-1991. In

1991 Ms. Würtenberger joined BMI first as an assistant and then worked in the Constitutional Division, Policy Department and Sports Department of BMI.

Currently Ms. Würtenberger is responsible in the BMI for the campaign “Sports and Politics, unified against right-wing extremism.” She is also a member of the advisory network for the campaign and co-ordinator of the network’s activities.

SESSION III: Sporting Events as Confidence-Building Measures and the Role of Sport in the Promotion of Integration and Equality

Moderator:

Dr. Mischa Thompson, Member of the Commission on Security and Cooperation in Europe (Helsinki Commission)

Dr. Mischa Thompson is a member of Commission on Security and Cooperation in Europe (Helsinki Commission). Dr. Thompson joined the Helsinki Commission in May 2007. Her portfolio includes tolerance and non-discrimination, migration and integration, and corporate citizenship issues within the 56 participating States of OSCE. She has also served as the U.S. staff liaison for the annual Transatlantic Minority Political Leadership Conferences held at the European Parliament. Prior to being appointed to the Commission, Dr. Thompson served as a Professional Staff Member and Congressional Fellow within the U.S. House and Senate working on international racism, foreign policy, trade, economic development, and security issues. A Fulbright Scholar and National Science Foundation Fellow, Dr. Thompson holds a Ph.D. from the University of Michigan, where her research focused on inter-group relations and prejudice in the United States and Europe. Dr. Thompson received her B.S. from Howard University and is proficient in German.

Introducers:

Lord Michael Walton Bates, Member of the House of Lords

Lord Bates has served in the House of Lords since 2008. Previously, he represented the constituency of Langbaugh in the House of Commons from 1992 to 1997. Lord Bates served as a Government Minister (1994-97), Deputy Chairman of the Conservative Party (2006-2010) and Shadow Minister (2008-2010). In 2009, Lord Bates was appointed Patron of Tomorrow’s People (North East), a charity specializing in getting “hard to reach” young people into work or training.

Since 2010, Lord Bates has been campaigning to promote the Olympic Truce Resolution for the London 2012 Olympic and Paralympic Games. The Olympic Truce Resolution is an initiative referring to the ancient concept of the Olympic Truce. In 2011, the United Kingdom sponsored the UN Resolution on the Olympic Truce entitled “Building a peaceful and better world through sport and the Olympic ideal” supported by all 193 UN Member States who signed up to the ideals of peace and conflict resolution and the premise that individuals, not countries, compete against each other in sport in peaceful competition without the burden of politics, religion, or racism. In April 2011, Lord Bates decided to walk over 3,000 miles (from Olympia in Greece to Westminster, London) in the hope to persuade all signatories to

the Truce to implement the 2011 UN Resolution which was unanimously agreed by the United Nations General Assembly on October 17, 2011 (A/66/L.3).

Mr. Ceno Aleksandrovski, Country Coordinator of the Open Fun Football Schools

Mr. Ceno Aleksandrovski is the Country Coordinator of the Open Fun Football Schools (OFFS) in Skopje, implemented by the Cross Cultures Project Association Network. He joined OFFS in 2000. Prior to that, Mr. Aleksandrovski used to be a football player from 1985 to 1999 and played for football teams in the former Socialist Federal Republic of Yugoslavia and the former Yugoslav Republic of Macedonia.

Open Fun Football Schools is a humanitarian project using games and the pedagogical “fun-football-concept” as a tool to promote the process of democracy, peace, stability and social cohesion within the Balkan countries, the Trans Caucasus countries and in the Middle East. Open Fun Football Schools builds upon the experience of how wars and ethnic conflicts affect people and their chances of returning to a daily life in post conflict areas.

ANNEX 5: Participants

Link to the final list of participants is available at <http://www.osce.org/odihr/89852>.