

SCOUT - Sport Clubs Opening Up To all girls' participation!

MOOC – Seminar 2



SPORT CLUBS OPENING UP TO
ALL GIRLS' PARTICIPATION



Inclusion Manager

MOOC – Seminar 2

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Content

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What are we going to learn in this seminar?

- 1. The importance of the IM in our club.**
- 2. How to promote diversity and inclusion in our club.**
- 3. How to support and assess the inclusion process of new vulnerable players and their families.**
- 4. Club actions**



1.1 Characteristics and tasks of the IM in our club

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The IM is responsible for promoting diversity and inclusivity within our sport club.

The IM must persevere to create a culture of inclusion in which everybody feels valued and supported, regardless of their background or abilities.

1.1 Characteristics and tasks of the IM in our club

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Whenever is possible the IM should be good at:

Communicating

Problem solving

Leadership

Partnership

4 Main Tasks

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- 1. Assisting in the recruitment and retention of a diverse player and staff base.**
- 2. Providing support and guidance to the new players.**
- 3. Promoting the club's commitment to diversity and inclusion through marketing and communication efforts.**
- 4. Educating club members, coaches, on the importance of diversity, equality and inclusiveness**

1.2 Promoting diversity and inclusion in our club

TASKS SUGGESTED:

- (i) overseeing the club's diversity efforts.**
- (ii) talking and advising staff on strategies and best practices.**
- (iii) identifying barriers.**
- (iv) building internal and external networks.**

1.3 Supporting and assessing the process of inclusion

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TASKS SUGGESTED:

- (i) Building trust and safe relationships.**
- (ii) Show interest in vulnerable players experiences inside and outside the club.**
- (iii) Updating templates.**
- (iv) Keeping a register of vulnerable players activities'. participation beyond training sessions and matches.**
- (v) Organize individual and group meetings with vulnerable players.**
- (vi) Organize team meetings where vulnerable players are members.**
- (vii) Organize meetings with coaches.**

A photograph of two women playing volleyball outdoors. The woman on the left is wearing a green hijab and a green long-sleeved shirt, smiling and looking up at a yellow and blue volleyball in the air. The woman on the right is wearing a pink hijab and a pink long-sleeved shirt, seen from the back, also looking up at the ball. The background consists of green trees and a clear sky. The text "ACTIONS AND DYNAMICS" is overlaid at the bottom in white, bold, sans-serif font.

ACTIONS AND DYNAMICS

ACTION 1:

**MAINTAIN REGULAR MEETINGS
WITH VULNERABLE PLAYERS' FAMILIES**

FORMAL AND INFORMAL,

REGULAR IS THE KEY WORD



ACTION 2:

BECOME A MENTOR TO VULNERABLE PLAYERS

ACTION 3: During season 2023-24

- **ORGANIZE 2 GROUP DISCUSSIONS WITH PLAYERS (VULNERABLE AND NOT VULNERABLE).**
- **ORGANIZE 2 GROUP DISCUSSIONS WITH COACHES.**

TABLE OF PLAYERS' REGISTER

As inclusion manager we will ask you to keep a track of the registration of the different players that have joined the project.

First, we would like you to complete this table with the basic information about the *Player's background**

This **first table** is an example, please fill the information starting in the second table.

BACKGROUND			
Player example A. F.	(Name/Club Code)	Year of birth	(f. ex. 2012)
Date of entrance		Final Date	(Not necessary now, just if they leave before the project ends)
From	(School, Social Services, Organization)		
Geographic origin of the family	(f. ex. Senegal)		
Place of birth of the player	(f. ex. Granollers, Spain)		
VULNERABILITY			
Economical vulnerability	Important to detail all the economic issues related to the player (f.ex. if the family is in Social Services, detail the level of help that the family needs from Social Services, are any or both parents working? If they are what kind of job?)		
Cultural vulnerability (Religion, ethnicity, "traditional family")	Please describe player's ethnical origin and religious beliefs and the level of her family involvement. If you can explain what the position of the family regarding her daughter is playing competitive sport.		
Physical vulnerability	Please describe if the player has any physical vulnerability, like being overweight or obese and people bullying her.		
Gender vulnerability	Please describe if there are dissonances between player's gender identity, gender expression and sexual orientation which could be object of a vulnerability		
Others			

Second Table

(Please feel free to copy and paste as many as you need, one for player. Please identify the player with a number and the initials of the name and surname)

BACKGROUND			
Player 1	(Name/Club Code)	Year of birth	
Date of entrance		Final Date	
From			
Geographic origin of the family			
Place of birth of the player			
VULNERABILITY			
Economical vulnerability			
Cultural vulnerability (Religion, ethnicity, "traditional family")			
Physical vulnerability			
Gender vulnerability			
Others			

TABLE OF PLAYERS' ENTRANCE AND EXIT REGISTRATION

The purpose of this table is to register the follow-up of the players that join the project, their date of entry, the way they have arrived at the club and the date they leave (if they leave before the end of the project, please try to find the reasons why and detail them in the last column).

PLAYER	ENTRANCE DATE	FROM (School, Social Services, Organization,)	FINAL DATE	REASONS
PLAYER 1				
PLAYER 2				
PLAYER 3				
PLAYER 4				
PLAYER 5				
PLAYER 6				
PLAYER 7				
PLAYER 8				
PLAYER 9				
PLAYER 10				

Thank you!

Don't forget to implement, keep up to date and record the evolution of the transforming actions; and to read the manual support.

Good luck

***for doubts, don't hesitate to contact us / me (m.martin@uvic.cat)**