

## SIGA Task Force – Race, Gender, Diversity, and Inclusion

### Recommendations

#### I. Context

Following the successful SIGA-Soccerex Webinar on the topic, [“Football For All,”](#) the Sport Integrity Global Alliance (SIGA) established a Task Force dedicated to **Race, Gender, Diversity, and Inclusion** in order to press for meaningful reform.

#### II. Composition

Conceived as part of the [#SIGAccelerator](#) initiative, this Task Force was composed of the following members:

- **Brian Lewis**, President of the Trinidad and Tobago National Olympic Committee (TTOC) | Chair of the Caribbean Association of National Olympic Committee (CANOC) | Member of the SIGA Council | Chair of the SIGA Task Force on Race, Gender, Diversity & Inclusion;
- **Affy Sheikh**, Head of Starlizard Integrity Services and SIGA Member;
- **Angela Smith**, Chair, Stoke City Supporters Council, Member, GB World Champion Squash Team, SIGA Global Mentor;
- **Densign White**, CEO of International Mixed Martial Arts (IMMAF) and Member of the SIGA Council;
- **Paul Elliot**, Member of The FA Inclusion Advisory Board, former professional football player;
- **Ju’Riese Colón**, Chief Executive Officer, U.S. Center for SafeSport;
- **Katie Simmonds**, General Counsel & Senior Director, Global Partnerships, SIGA, Leader, SIGA Global Mentorship Programme for Young Aspiring Female Leaders in Sport;
- **Karin Korb**, Wheelchair Tennis, 2-time Paralympian and 10-time member of USA World Team & SIGA Champion;
- **Stacey Copeland**, First British Woman to win the Commonwealth Title for Boxing and SIGA Champion; and
- **Pavel Klymenko**, Head of Policy at FARE Network (Football Against Racism in Europe).

#### III. Mandate

The Task Force’s mandate was to develop and propose a series of recommendations aimed at promoting the highest standards on race, gender, diversity, and inclusion in sport. These recommendations were then to be submitted to the SIGA Council for approval with a public announcement to be made during the SIGA Sport Integrity Week (7<sup>th</sup> to 11<sup>th</sup> September 2020), during a virtual Media Conference, with subsequent press release.

#### IV. Process

The Task Force carried out a series of digital interactive sessions over a two-month period in order to provide insightful contributions based on personal and professional experience. After an initial meeting with the entire Task Force, it was decided to divide the Task Force into two distinct sub-groups:

- Subgroup 1: Race & Gender; and
- Subgroup 2: Diversity & Inclusion.

Both sub-groups then circulated their respective recommendations to the entire group, which were then synthesised into a holistic report.

The following recommendations that comprise this report were agreed by consensus and submitted to the SIGA Council's approval.

## **V. Recommendations:**

The Task Force's Recommendations were broken down into four main areas:

1. Research and Evidence Base;
2. Amendments to 3.3 of the SIGA Universal Standards on Good Governance;
3. Development of a Toolkit for Sports Organisations to facilitate implementation of recommendations in this area; and
4. Identification and Engagement of Commercial Partners and Funding Mechanism.

### **1. Research and Evidence Base:**

- 1.1. The Task Force identified that global research in this area is missing and would be a pertinent and useful tool to demonstrate the issues and to serve as an evidence base for bringing about cultural change.
- 1.2. The Task Force acknowledged that there was existing good research in some geographic areas, for example, the *FARE Network* in Europe and *KickItOut* in the UK and it was considered prudent to avoid duplication where possible, but from an international perspective, particularly in the race area, there was no complete data set.
- 1.3. The Task Force acknowledges that it is important that racial discrimination and inequalities needs to be specified and not be diluted or diminished. It is uncomfortable and necessary. It will not to be subverted.
- 1.4. The percentage of rejection of candidates from a BAME background needs to be recorded and the method or strategy used to overcome rejection identified.
- 1.5. There is a need for increase of visible data on BAME – Black Asian and Minority Ethnic participation and leadership in International Federations.
- 1.6. SIGA survey or research project that focuses on the issue of racism and racial discrimination and inequalities across international federations. It was identified that race is currently not a criteria under ASOIF self-assessment although gender is addressed.

### **2. Amendments to 3.3 of the [SIGA Universal Standards on Good Governance](#);**

- 2.1. The SIGA Universal Standards on Good Governance in Sport embodies evolving best practice and sets minimum standards that international federations are encouraged to adopt to enhance their Governance. In terms of boardroom representation, the SIGA Universal Standards on Good Governance, as a Gold standard prescribes that sports

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organisations should have a mechanism for developing targets but is silent on the percentage.

- 2.2. It is the recommendation of this Task Force to develop the Gold Standard beyond this and be bold and set targets so that sports organisations undergoing the SIGA Independent Rating and Verification System – SIRVS - are held accountable for not just setting, but meeting targets, in terms of gender and BAME representation, in particular at senior management level and in the board room.
- 2.3. SIGA to review SIGA Universal Standards on Good Governance in Sport in order to achieve diversity and inclusion at board level as a Gold Standard. This can be incremental, for example, year 1, 25%, year 2, 35%, year 3, 50%
- 2.4. Sports organisations to ensure there is a culture of diversity and inclusion from recruitment, developing pathways to leadership position, as well as board room in order to avoid tokenism so that the governance structure takes into account inequalities on race, gender, diversity and inclusion throughout the organisation and not just at board level.
- 2.5. Amend language in the SIGA Universal Standards to specifically reference disability.
- 2.6. Sports organisations to have, as a Gold Standard, for all employees, unconscious bias training.

The Task Force recommended which level some of the amendments to the SIGA Universal Standards as set out in the table below:

| <b>BRONZE</b>   | <b>SILVER</b>  | <b>GOLD</b>   |
|---|--|---|
| <p>- Sports organisation to have a mechanism in place for staff and other relevant personnel (including members and volunteers) to provide anonymous feedback, such as an annual survey, thereby facilitating inclusion and allowing all voices to be heard</p> | <p>- Sports organisation to have a quality management process in place whereby their diversity and inclusion policies and practices are regularly reviewed in order to make sure they are current, appropriate and in line with any new legislation.</p> <p>- Sports organisation to have a robust system in place for handling and dealing with all discrimination complaints. There needs to be an investigation followed up by appropriate action if necessary.</p> | <p>- Sports organisations to put all their employees through EDI/unconscious bias training so that a culture of diversity and inclusion is filtered down through the organisation from the top to bottom.</p> <p>- Sports organisation to procure recruitment firm with specialised in diversity and inclusion.</p> <p>- Each organisation shall:</p> <ol style="list-style-type: none"> <li>a) Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its Board; and</li> <li>b) Demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity, and disability.</li> </ol> |

### **3. Development of a Toolkit for Sports Organisations:**

- 3.1. Eradicate systemic racism and empower employers and employees by providing the resources to have productive conversations and suggested action items re: race.
- 3.2. Review recruitment practices and procedures - Recruitment of employees across the sports organisation, not just boardroom is necessary. Clear definition of recruitment, ensure diversity and inclusion is factored into any panel making decision on recruitment.
- 3.3. Grassroots entry point through to a talent pathway for potential leaders (to mirror the grassroots to elite athlete pathway – but for leaders/governance roles).
- 3.4. Conscious and Unconscious Bias training should form part of the training for all elected and appointed sports leaders and decision makers.
- 3.5. Opportunity for sharing best practice and shared research between relevant bodies.
- 3.6. Development of a Toolkit to facilitate sports organisations' implementation of Diversity and inclusion policies.
- 3.7. Mentorship programmes similar to SIGA Global Mentorship Programme for Young Aspiring Female Leaders in Sport on the subject of race and disability.
- 3.8. A clear structured framework to dismantle systemic barriers example funding and culture.
- 3.9. A robust system of accountability when dealing with discrimination.
- 3.10. A place and facility for staff to provide anonymous feedback (employees/volunteers/members within an organisation)
- 3.11. A procedure for policy reviews (for example when new laws and regulations are brought in)
- 3.12. Membership-based international sports federations to make sure their diversity requirements and work is extended to their member associations at national level to encourage more diversity in the range of candidates they propose for elected bodies – EXCO level etc.

### **4. Identification and Engagement of Commercial Partners and Funding Mechanism**

- 4.1. The Task Force recognised that financial considerations may impact upon capacity to implement some of the Universal Standards. To help overcome barriers to implementation, particularly relevant for smaller sports organisations and federations, the Task Force recommends SIGA engage commercial and academic partners to provide direct and indirect financial support and to also seek low-cost, practical ways to conduct research and disseminate information where possible.
- 4.2. The Task recommends that there is an awareness raising aspect that is continual on these issues and for SIGA to its role as a unifying universal voice on these issues.